

UBC faculty vote no confidence in Administration, Bd. of Governors

by Donald C. Savage
CAUT Executive Secretary

VANCOUVER: In early July, a special meeting of the University of British Columbia Faculty Association overwhelmingly voted no confidence in the Board, the President Protem and the Acting Vice-President Academic of the University.

This unprecedented action arose from the decision of the Board of Governors to impose a policy on termination of faculty for reasons of redundancy without negotiations with the UBC Faculty Association and then to dismiss 12 members of the faculty under that new policy. Nine of the members dismissed were tenured.

At the same meeting, the President of the Faculty Association, Prof. Sid

Mindess of the Faculty of Applied Science announced that the Association had decided to take legal action to defend both its members' rights and the integrity of the collective agreement.

The President of the CAUT, Prof. E. O. Anderson of the University of Manitoba, pledged the full support of the national association for the faculty at UBC. He reported that the annual CAUT Council meeting had authorized the creation of a B.C. Defence Fund to assist those who were fired in any legal action. He also stated that the Academic Freedom and Tenure Committee of the CAUT was considering the creation of a special committee of inquiry.

CAUT had already contacted faculty associations in Canada and abroad to advise them of the situation at the

university.

Later in the summer, the Academic Freedom and Tenure Committee of the CAUT created a committee to inquire into the situation at UBC, and the Administration Committee set up the legal structures for the British Columbia Defence Fund. The CAUT is considering a fund of \$100,000 to match the financial commitment of the faculty association.

On May 25, the President of the UBC presented the Senate with various recommendations concerning program discontinuance which he suggested arose from the financial situation of the university. He recommended the discontinuance of several programs in Education and one in Dentistry.

Shortly thereafter, the Board of Governors approved

these arrangements. A few days later, the Executive Committee of the Board met and imposed a policy on termination of faculty due to redundancy, without consultation or negotiation with the Faculty Association. No mention had been made of this policy at the Senate meeting. The Executive Committee of the Board then waited 15 days before announcing this policy.

A few days before the end of June, the 12 faculty members were informed by the President that he was recommending to the Board that their appointments be terminated or not renewed. The next day they received the notices that the Board had approved this recommendation. The President of the Faculty Association was informed about the policy one hour beforehand. Three of the professors were in programs which the Senate had been told would be transferred to other institutions. At no time was the Senate informed that such members would be fired in a month's time.

Legislation in British Columbia forbids faculty from certifying under the labour code of the province. However, the faculty at UBC have a special plan to cover contractual arrangements at the university. An agreement on conditions of appointment



University of British Columbia, Main Library

negotiated under that special plan contains clauses on redundancy and on financial exigency both of which require the Board to negotiate with the Faculty Association concerning the procedures and criteria for terminating faculty appointments. In fact, negotiations on financial exigency between the Board and Faculty Association had been underway for over two years, before finally collapsing in April.

A year ago, while these negotiations were still in progress, it had been agreed to activate one of the tentative clauses to allow an advisory committee to examine the university's financial situa-

tion. The advisory committee could not at that time confirm the existence of a financial exigency.

Many members of the Faculty Association have since voiced suspicions that a similar result would have occurred if the process had been repeated last June. The President of the association said, if a genuine financial exigency existed at UBC, it seemed exceedingly unlikely that the firing of 12 faculty would solve a budgetary crisis of that magnitude.

In fact, the Board chose not to impose a policy of financial exigency which would have required it to open the books —

See **DISMISSED/21**

CAUT
ACPU

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITE

bulletin

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Les professeurs de l'UCB blâment l'administration

par Donald C. Savage
Secrétaire général de
ACPU

VANCOUVER: Lors d'une assemblée extraordinaire de l'association des professeurs de l'Université de la Colombie-Britannique au début de juillet, les membres, ont tenu, avec une majorité écrasante, un vote de non-confiance envers le recteur intérimaire, le vice-recteur intérimaire à l'enseignement et le bureau des gouverneurs de

l'université.

Ce geste sans précédent est survenu après la décision du bureau des gouverneurs d'imposer une politique de cessation d'emploi touchant les professeurs et ne permettant pas de négociations avec l'association des professeurs. En vertu de cette politique, il a ensuite congédié douze professeurs dont neuf étaient permanents.

A cette assemblée, le président de l'association des professeurs, M. Sid Mindess, pro-

fesseur à la faculté des sciences appliquées, a annoncé que l'association avait décidé de recourir à des moyens juridiques pour défendre les droits de ses membres et l'intégrité de la convention collective.

Le président de l'ACPU, M.E.O. Anderson, professeur à l'Université du Manitoba, a promis l'appui total de l'association. Il a déclaré que le Conseil de l'ACPU, lors de son assemblée annuelle, avait autorisé la création d'une caisse de défense pour aider les

professeurs des universités de la Colombie-Britannique congédiés à la suite d'une décision juridique. Il a ajouté que le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU envisageait la formation d'un comité spécial d'enquête.

L'ACPU a déjà communiqué avec des associations de professeurs du Canada et de l'étranger pour les informer de la situation à l'Université de la Colombie-Britannique.

Au cours de l'été, le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU a mis le comité sur pied pour qu'il enquête sur la situation à l'université. En outre, le Comité d'administration a établi les structures juridiques de la Caisse de défense des professeurs de la Colombie-Britannique. L'ACPU songe à verser 100 000 dollars à la caisse pour égaler la contribution de l'association des professeurs.

Le 25 mai, le recteur de l'université a présenté au sénat diverses recommandations relatives à l'abandon de programmes devenus nécessaires, selon lui, étant donné la situation financière de l'université. Il a recommandé l'abandon de plusieurs programmes d'études en éducation et d'un programme en médecine dentaire. Il a proposé de transférer ces programmes à d'autres établissements d'enseignement postsecondaire.

Peu après, le bureau des gouverneurs approuvait ces recommandations. Quelques jours plus tard, le conseil d'administration du bureau des gouverneurs se réunissait et imposait aux professeurs de l'université une politique de cessation d'emploi, devenue nécessaire selon eux, à cause d'un excédent d'enseignement, sans consulter l'association des professeurs ou sans négocier l'affaire avec elle. Il n'a pas été question de cette politique à la réunion du sénat. Le conseil du bureau des gouverneurs a ensuite attendu 15 jours avant d'annoncer la décision.

Vers la fin de juin, le recteur a informé les douze professeurs qu'il recommandait aux gouverneurs de mettre fin à leur nomination ou de ne pas la renouveler. Ils recevaient, le lendemain, un avis leur confirmant que les gouverneurs avaient approuvé la recommandation. Le président de l'association a été mis au courant de la politique imposée une heure avant le fait

accompli. Trois des professeurs étaient affectés à des programmes susceptibles d'être transférés à d'autres établissements d'enseignement. On avait informé le sénat de ces transferts. Cependant, on ne l'avait jamais averti que ces professeurs seraient congédiés en l'espace d'un mois.

En Colombie-Britannique, la loi interdit aux professeurs

Voir **BLÂMED/21**

International university community protests UBC dismissals

Faculty associations from across Canada and abroad have decried the firing this summer of 12 faculty members by the University of British Columbia.

In a flood of national and international protests, the faculty associations condemned Interim President Dr. Robert Smith and the UBC Board of Governors for firing the 12 on the grounds of redundancy, in the absence of any agreed upon procedures with the faculty association for doing so.

Noting especially the absolute failure of the university to consult with the faculty

association prior to the firings, Canadian faculty from across the country slammed the unilateral actions as "unthinkable", "unprecedented", "ruthless and heartless".

The actions were a demonstration of "how distant an administration can be when put to the test, and a reminder that faculty must organize to protect the interest they share in their university," the Syndicat des professeurs de l'Université Laval said in a message directed at the University.

The Federation of New Brunswick Faculty Associations recalled the "deprava-

tions already visited upon higher learning in British Columbia by an unfeeling provincial government." The actions, it said, "would expose the Board to criticism as a willing participant in the apparent plan . . . to plunge post-secondary education in B.C. into a new dark age."

The Lakehead University Faculty Association called the firings in the absence of proper procedures "reminiscent of your notorious government, which created the mess in the first place."

The University of Manitoba Faculty Association said the **INTERNATIONAL/21**

Résumé

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Censured Administrations

The following university administrations are under CAUT censure:

President and Board of Governors
UNIVERSITY OF CALGARY (1979)
The third stage of censure was imposed in May, 1980.

President and Board of Regents
MEMORIAL UNIVERSITY OF NEW-FOUNDLAND (1979)
The third stage of censure was imposed in May, 1980.

Note:

- Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is intended merely to ensure that the university is not a place where academic freedom is not protected.
- Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is intended merely to ensure that the university is not a place where academic freedom is not protected.
- Under the third stage of censure the CAUT Council recommends that members of faculty associations and other organizations not accept appointments at the censured university.
- Because the CAUT does not recommend that faculty members accept appointments when a university is under the first or second stage of censure, the CAUT Bulletin continues to carry advertisements for positions vacant at censured universities. Such advertisements are not caused by the censure of the university under the third stage of censure.

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Racist

Professor McDaniel is obviously deeply concerned about an issue that has been the subject of much debate and government policy over the last three or four years, namely, how to assure that Canadians are not discriminated against in academic and artistic circles. There is no denying that some decision makers have espoused (and perhaps still do) the "Foreign Is Always Better" maxim. One should vigorously contest such a position.

On the other hand, there are academics of intelligence and integrity who would contend that the maxim "Foreign Is Not In All Cases Worse" is one which could use a few defenders. The issue has several facets. It is possible for persons loyal to Canada and its interests to differ over whether the need for excellence within the university overrides the need for Canadianization policies.

It is not Professor McDaniel's responsibility to present all sides of the argument; however, she should, if only to preserve her effectiveness, avoid a tone which in different contexts would be called sexist or racist. It is not completely clear from her article whether she is opposed only to Americans, or only to Americans who did not ac-

quire Canadian citizenship quickly enough, or only to Americans who are senior academics, or to all foreigners, or to all who are senior and foreign-trained.

In addition, the ongoing debate would have been better served if Professor McDaniel had acknowledged that the universities are not monoliths and that what may be a problem of crisis proportions in one discipline can be almost non-existent in another. There is, for example, no perceptible need for a "Canadian vision" in Mathematics. It would have been useful also to note programmes like NSERC's University Research Fellowships. Essentially, these fellowships make space in universities for excellent young Canadian scientists, until, in the natural course of events, some of us die off. One might think from her closing paragraphs that there were no such programs anywhere in the country.

The problem of discrimination is widespread. We can be discriminated against because we are women or men, or because we are too young or too old, or because we are the wrong color or speak the wrong language, or because we were born in Detroit instead of Windsor. Let's work against it.

Joan M. Geramita
Mathematics & Statistics
Queen's

Not American

Please stop sending me the CAUT Bulletin if you plan to continue publishing pathetic and racist articles such as that by Susan A. McDaniel ("Canadian Professors

dispossessed by entrenched Yankee academics?"). I had begun to prepare a comprehensive refutation of the muddled thinking, unsubstantiated innuendo, conspiracy theory twaddle and racism featured in the article, but it would have required far too many pages to be worth it.

Aidan R. Vining
Faculty of Business
Simon Fraser University
P.S. I am not an American.

Little sense

According to Professor Joseph Levitt (letter, April 1985), "Prof. Hilborn claims" that Soviet forces can "break through" the NATO defensive line in Europe. What I actually argued was a more limited point — Levitt's failure to demonstrate that they could not break through. At some stage, a war always brings the unexpected for one side or the other (if not both), and without the test of combat nobody can be sure about the relative military capabilities of NATO and the Warsaw Pact.

Regarding the test of combat as something to be avoided, the West retains the option of initiating the use of nuclear weapons. The purpose is to convince Moscow that aggression would involve not merely the risk of military failure at the conventional level, but the further risk of escalation to the nuclear level if the conventional attack did succeed.

Since risks as well as certainties can deter, Levitt's latest arguments against the value of the nuclear deterrent make little sense. Perhaps, as he seems to believe, the United States would permit its army in Europe to be overwhelmed

and destroyed rather than resort to a nuclear response without West Germany's consent, but the Soviet regime is unlikely to be so confident of a superpower's willingness to go to extremes in respecting the wishes of a defeated local ally.

As for his contention that NATO strategy depends on the nuclear threat "being unequivocal and clear" regarding the scale of attack or extent of advance that would provoke escalation, Levitt is standing reality on its head. To tell Moscow in advance precisely what our side would regard as grounds for a nuclear response would be to tell Moscow by implication that any lesser Soviet provocations entail no nuclear risk at all. The objective of NATO is to deter the Soviet dictatorship from all aggression in Europe, not just from massive aggression.

Kenneth H. W. Hilborn
History
Western Ontario

Old wounds

In your article dealing with freedom of expression at the Université de Moncton (May 1985), it was noteworthy that the committee reported that "in one case it found that the executive had been excessive, premature and maladroite."

While I sense that Professors Pruijter and Clark were sincere in their handling of a most difficult task and while I appreciate the conciliatory tone of their report, I feel that our associations' executive's faulty conduct merited a slightly broader exposure, at least comparable to some of the other aspects of

the investigator's study.

Without wishing to open old wounds, it is my contention that when an executive body impedes other faculty members from speaking freely and when its actions have a paralyzing effect on the running of a department, then the academic community has as much a right to know this, as it does about the outcome of students who for days on end arrest the complete operation of a university.

As a person who believes in the necessity of an effective and just faculty association, I am also fully cognizant of the dangers posed when an immature, inexperienced and overly zealous group of professors are allowed to grasp the reins of power.

Andrew Bogen
Department of Biology
Université de Moncton

Mitteilung der Redaktion

Wir haben einen Brief (in Englisch) erhalten, der sich mit der dreisprachigen Überschrift über dem Bild von Rita Schmidt auf Seite 18 der Juniarausgabe bezieht. Der Einsender machte uns auf ein oder zwei Fehler des deutschen Textes aufmerksam, auf die auch Rita schon hingewiesen hatte. Ritas Englisch, Französisch und Deutsch sind fehlerlos — die Fremdsprachenkenntnisse des Redakteurs sind es nicht.

AAUP Censured Administrations

| | |
|---|------|
| South Dakota State Colleges and Universities under | 1962 |
| South Dakota State Board of Regents | 1962 |
| Grove City College (Pennsylvania) | 1963 |
| College of the Ozarks (Arkansas) | 1964 |
| Nebraska State Colleges | 1965 |
| Amarillo College (Texas) | 1968 |
| Southern University (Louisiana) | 1968 |
| Troy State University (Alabama) | 1969 |
| Frank Phillips College (Texas) | 1969 |
| Central State University (Nebraska) | 1969 |
| Laredo Junior College (Texas) | 1971 |
| Southern Arkansas University | 1971 |
| Tennessee Wesleyan College | 1971 |
| Oronodaga Community College (New York) | 1972 |
| Colorado School of Mines | 1973 |
| McKendree College (Illinois) | 1973 |
| Rider College (New Jersey) | 1973 |
| Camden County College (New Jersey) | 1974 |
| Voorhees College (South Carolina) | 1974 |
| Virginia Community College System | 1975 |
| Concordia Seminary (Missouri) | 1975 |
| Houston Baptist University | 1975 |
| Murray State University (Kentucky) | 1976 |
| Blinn College (Texas) | 1976 |
| Marquette University (Wisconsin) | 1976 |
| University of Osteopathic Medicine and Health Sciences (Iowa) | 1977 |
| Wilkes College (Pennsylvania) | 1977 |
| State University of New York | 1978 |
| University of Detroit | 1978 |
| Phillips County Community College (Arkansas) | 1978 |
| University of Maryland | 1979 |
| University of Texas of the Permian Basin | 1979 |
| Wingate College (North Carolina) | 1979 |
| Olivet College (Michigan) | 1980 |
| Morehead State University (Massachusetts) | 1980 |
| Bridgewater State College (Massachusetts) | 1980 |
| Yeshiva University (New York) | 1982 |
| Western Oregon State College | 1982 |
| University of Idaho | 1983 |
| Sonoma State University (California) | 1983 |
| Goucher College | 1983 |
| Auburn University | 1983 |
| Morehead State University (Massachusetts) | 1983 |
| American International College (Massachusetts) | 1983 |
| Illinois College of Optometry | 1984 |
| Northwestern Community College (Missouri) | 1984 |
| University of Northern Colorado | 1984 |
| Westminster College of Salt Lake City | 1985 |
| Southwestern Adventist College (Texas) | 1985 |
| Oklahoma College of Osteopathic Medicine and Surgery | 1985 |

Memorial withdraws its invitation to host Learned's

The 1988 meetings of the Learned Societies will not be held at Memorial University as planned. The University withdrew its invitation to host the meetings this summer after several potential participating groups expressed serious concern over its status as a censured university.

The President and Board of Regents of Memorial University were placed under censure by the Council of the CAUT in 1981.

The site of the "Learneds", where approximately 70 Canadian scholarly societies gather to hold their annual meetings, is traditionally set by the Royal Society of Canada several years in advance. The 1988 meetings were scheduled for Memorial in 1984, but the University's President and Board of Governors pulled back after at least seven organizations either decided not to attend or expressed grave concern over the meetings being held at a censured university.

Prior to Memorial's decision to withdraw its invitation to host the Learned's, four associations had served notice that they would not attend the

meetings at Memorial if the censure remained in place — the Atlantic Provinces Library Association, the Canadian Association of Slavists, the Canadian Historical Association, and the Canadian Political Science Association.

Three others had indicated to Memorial's President L.G. Harris that they had serious concerns about holding the meetings at Memorial — the Association of Canadian University Teachers of English, the Canadian Federation for the Humanities, and the Social Science Federation of Canada. Decisions on the matter had been pending at other associations.

Memorial University was placed under the first stage of censure by the CAUT in 1979 on account of the non-renewal of the contract of Marlene Webber, a professor in the School of Social Work. In passing censure, the Council of the CAUT found the

University's President (then Dr. M.O. Morgan) and Board of Regents guilty of serious violations of academic freedom. After repeated attempts to resolve the case had failed, the CAUT Council, in

1982, passed a motion deploring the unwillingness of President Harris and the Board of Regents to move toward a resolution of the dispute.

In June, 1984, after the University's invitation to host the Learned's had been accepted, the CAUT Council passed a further motion directed at Memorial which urged "the organizers of the Learned Societies not to hold their meetings at a censured university." In doing so, the Council was acting on established CAUT guidelines which ask CAUT members "not to accept invitations to speak or participate in academic conferences" held at censured universities.

Meanwhile, the CAUT, along with the local faculty association, expects to renew discussions with President Harris and remains hopeful that a resolution of the censure can be reached.

Further information on the censure can be secured from the Secretary, Academic Freedom and Tenure Committee, CAUT, 75 Albert St., Suite 1001, Ottawa K1P 5E7. H.B.

CAUT tests mandatory retirement under the new Charter of Rights and Freedoms

by Helen Baxter
CAUT staff

The Canadian Association of University Teachers is taking the issue of mandatory retirement to the courts to determine whether the long-standing practice violates the Charter of Rights and Freedoms and, if so, whether the Charter applies to universities.

The CAUT has chosen to sponsor a single test case, that of Prof. Bernard Blisken of the Department of Sociology at York University.

Prof. Blisken, who will be 66 in September, was retired by the university administration on July 1 against his expressed wishes to continue as a full-time faculty member. He brought the matter before the Academic Freedom and Tenure Committee of the CAUT where it was chosen from among several other cases involving compulsory retirement to serve as a test before the courts.

Prof. Blisken's case will be contested under Section 15(1) of the new Charter, which assures Canadians of the "equal protection and equal benefit of the law without discrimination" based on age.

CAUT officials say the association will take the case all the way to the Supreme Court of Canada, if necessary, in order to firmly establish the retirement rights of Canadian academics.

A parallel action is being prepared by the Ontario Confederation of University Faculty Associations. The provincial association has chosen the case of Rivars Bregis, a senior librarian at the University of Toronto. Mr. Bregis has been a U of T employee for 30 years.

The CAUT and the provin-

cial association will be co-operating on the two cases.

While the CAUT has adopted a single test case, it is advising faculty who have been compulsorily retired by their university and wish to contest the action (the CAUT is aware of seven others who have been so affected this year, all from Ontario) to take steps to preserve their legal rights pending a final court decision on the test case.

Specifically, the association is advising such faculty members to launch a grievance under the local grievance and arbitration procedures, if they are available at their university; also to lodge a complaint in court against the university for a violation of the Charter of Rights, and to lodge a second complaint for a violation of the provincial human rights legislation with the Human Rights Commission.

Ontario is one of five provinces lacking legislation banning mandatory retirement. The others are British Columbia, Nova Scotia, Prince Edward Island, and Newfoundland. Manitoba, Quebec and New Brunswick have already abolished mandatory retirement. Alberta has approved a bill to this end, but it has yet to be implemented. Saskatchewan plans to introduce legislation later this year.

In Ontario, most post-secondary institutions regularly retire employees at 65, but a few — McMaster, Queen's, and Carleton Universities — have agreed to allow faculty members to work past 65 until the courts rule on the issue. As well, both Carleton and York faculty associations are attempting to negotiate clauses in their collective agreements to secure the abolition of mandatory retirement.

The CAUT has had a long-

standing interest in the question of mandatory retirement and in retirement issues in general.

In 1978, the association ran a questionnaire in the *Bulletin* asking CAUT members for their opinions on matters relating to retirement age. A total of 307 responded. Perhaps the most significant finding of the questionnaire concerned the planned or preferred age of retirement. A majority of the responding members stated that, under the existing system, they would prefer to retire at about

the age of 65.

However, a sizable number — 73 or 26% — said they would prefer to retire after the age of 65, and about the same number — 75 — said they would be in favour of early retirement, with 45 favouring 60 or earlier for retirement age. Moreover, 149, or 55%, of the respondents said they would consider early retirement if they were assured of receiving a pension with no financial penalty.

Roughly two-thirds of the respondents were in favour of abolishing mandatory

retirement.

In 1979, the association presented a brief on the question of retirement to the Special Senate Committee on Retirement Age (popularly known as the Croll Committee, after its head Senator David Croll, then 78). In it, the association called for a flexible system which would allow early retirement without actuarial penalty, an equitable voluntary part-time status, an adequate pension for those who wish to retire at 65, and the right for those age 65 or over to continue in

employment.

In May of this year, the CAUT adopted an interim policy statement on the question following the general policy set out in 1979. Further, it gave the association the authority to support the legal action it is now pursuing with regard to the case of Prof. Blisken.

As well, a joint committee of the CAUT and the Association of Universities and Colleges of Canada has just been set up to investigate the situation of early retirement at universities across Canada.

CAUT speaks out on mandatory retirement

The following is a letter from CAUT President Ed Anderson to the editor of the *Globe and Mail*:

In your editorial on mandatory retirement you state that all professors should be forced to retire at 65 because we need to make room for younger faculty. No one would dispute that the current employment situation for those who would like to choose a university career is very difficult. But the fundamental reason for this is not the presence of older professors. It is the result of the systematic underfunding of the universities over many years by governments. For example the previous government of Ontario. We all know that universities also suffer from a serious decline in library holdings, aging equipment, inferior support arrangements and the like. By your logic all these problems no doubt should be laid on the backs of older professors as well.

Nothing more clearly underlines this situation than the typical response of a university when someone retires. More often than not the university abolishes the position for financial reasons and tells the department that it may not hire a replacement. It is, therefore, an illusion to argue that inflexible retirement arrangements provide significant numbers of jobs in the university.

CAUT, however, favours flexible retirement arrangements. Since 1979 we have called on universities and governments to establish effective early retirement schemes as well as to provide the opportunity for those capable of doing so to stay on after 65. Our experience certainly suggests that as many faculty are interested in early retirement as wish to stay on. This, in fact, means that those who should retire before 65 would have a

dignified way of leaving rather than holding down a full-time appointment until that magic age.

With the abolition of mandatory retirement, employers will now have to fund such arrangements properly and will have to ensure that pension plans are attractive enough to cause a reasonable proportion of individuals to retire at 65 or earlier. This will no doubt be more expensive, which is perhaps why many employers favour the status quo. Already some universities in this province such as Carleton University have put into place arrangements of this type. However, most employers in Canada have not followed this lead.

In universities at the present moment, some professors are kept on after 65 through ad hoc arrangements. This is simply a grace and favour arrangement which in quite a few circumstances bypasses normal appointment and review procedures and often involves terms that are quite inequitable given the experience and training of the professors involved. We believe that such arrangements should not be a favour but a right consistent with the adequate performance of duties.

You also suggest that mandatory retirement is acceptable because it is uniformly applied. But all sorts of laws and rules have been uniformly applied in the past which we now consider unjust. The uniform application of something that is wrong is still wrong. We do not believe that a professor of 66 should automatically be regarded as inferior to one of 65 as your comparison with the voting age suggests you do. You seem to have readily accepted the myth that those of 65 are entering second childhood and should be treated as children under 18.



L-R: CAUT President Sarah Shorten (1984/85) visits with Lord Mayor of Dublin and NEA rep. Jules Chametzky and wife at 1985 International Meeting of University Teachers.

ASSISTANT PROFESSORS IN METALLURGICAL ENGINEERING The Centre for Metallurgical Process Engineering Department of Metallurgical Engineering The University of British Columbia

Two junior faculty members at the Assistant Professor level are being sought to work respectively in the fields of thermomechanical processing of steel and furnaces/combustion in the newly established Centre for Metallurgical Process Engineering. The first position will require experience in mathematical analysis of heat flow and stresses by numerical techniques such as the finite-element method; the second opening will necessitate a background in the mathematical analysis of radiation heat transfer and combustion.

In each case a doctorate is required and industrial or academic experience is desirable. The applicants will be expected to broaden and strengthen our teaching and research activities in physical metallurgy processing. The positions will be filled only when exceptional applicants are found.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. Applications including résumé, publication list and references should be sent to:



Professor J.K. Brimacombe
Director, The Centre for Metallurgical Process Engineering
Department of Metallurgical Engineering
The University of British Columbia
Vancouver, B.C.
V6T 1W5



THE UNIVERSITY OF ALBERTA DEANS

EDMONTON, ALBERTA CANADA

The University of Alberta is seeking academic and administrative leaders for the faculties listed below. The Deans are responsible to the Vice-President (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the faculties. Candidates should have the appropriate scholarly and administrative experience and be committed to excellence in teaching and research. Appointments will take effect on July 1, 1986 or when candidates selected by the search committee and approved by the Board of Governors are available.

Dean, Faculty of Home Economics

The Faculty of Home Economics is comprised of three departments: Clothing and Textiles, Family Studies and Foods and Nutrition. The Faculty is an integral part of the university with a major emphasis on the education of young scholars. In addition, as a professional discipline, it promotes a provincial and national perspective. Current enrolment is approximately 390 full-time undergraduate students and 47 graduate students. Each department has well-established Masters Programs and special provisions exist to offer Ph.D.'s in conjunction with other departments at the university. The faculty works closely with other faculties including Agriculture and Forestry, Business and Medicine. New program developments are also under consideration at this time. There are 24 full-time faculty members.

Dean, Faculty of Law

The Faculty of Law offers a program leading to the degree of Bachelor of Laws which is designed to provide students with the fundamental principles of law, the structure and content of the legal systems of Alberta and Canada, and the history and philosophy of law; to qualify students for the practice of law in Alberta or any other common law jurisdiction in Canada; and to train students in the legal aspects of business and government administration. The objective of the Faculty has been to encourage rigorous analysis and to appreciate law as a scholarly discipline. In addition to the LL.B. degree, the Faculty also offers a Post Graduate Diploma in Law, combined MBA-LL.B. and MPM-LL.B. Degrees, and Master of Laws Degree. Current undergraduate enrolment is approximately 500 students and 12 graduate students. The faculty has 27 full-time faculty members.

Dean, Faculty of Pharmacy and Pharmaceutical Sciences

The Faculty of Pharmacy and Pharmaceutical Sciences offers a four-year undergraduate program leading to the Bachelor of Science in Pharmacy Degree. Programs leading to M.Sc. in Pharmacy and Ph.D. degrees are also available. Current enrolment is approximately 350 undergraduate students and 46 graduate students. There are 20 full-time academic staff and 11 support staff. Staff members are actively engaged in research and excellent facilities are available with good collaboration with the Faculty of Medicine, the University of Alberta Hospitals and the Cross Cancer Institute. The recently-established Alberta Heritage Trust Fund for Medical Research provides support for research activities.

Dean, Faculty of Physical Education and Recreation

The Faculty of Physical Education and Recreation offers programs leading to the degrees of Bachelor of Physical Education and Bachelor of Arts in Recreation Administration. In addition, the faculty provides a wide selection of courses for students in the Faculty of Education, organizes and supervises intramural programs, and intercollegiate athletic programs. Graduate programs to the Ph.D. level are offered. The Faculty is comprised of the Departments of Physical Education and Sport Studies, Recreation and Leisure Studies, Athletic Services, and the Division of Support services. The Faculty, with the cooperation of the Department of Athletic Services, organizes and administers a comprehensive program of recreational activities as well as Fitness and Lifestyle programs for students, academic and non-academic staff, and their families. Current enrolment is approximately 862 full-time undergraduate students and 99 graduate students. There are 48 full-time faculty members.

Dean, Faculty of Science

The Faculty of Science consists of 340 full-time faculty members, and 260 support staff in thirteen departments which offer Bachelors', Masters' and Doctoral programs. The Departments are Botany, Chemistry, Computing Science, Genetics, Geography, Geology, Linguistics, Mathematics, Physics, Psychology (jointly with the Faculty of Arts), Statistics and Applied Probability, and Zoology. In addition to offering undergraduate programs to 4,450 full-time students, the academic staff members are actively involved in graduate instruction and research. Research activities generate approximately \$11 million of grant and contract support. The successful candidate will have proven administrative ability and must be recognized in a field of research that enhances the activities of the Faculty.

Written nominations or applications accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by November 1, 1985 for the positions of Deans of Home Economics, Law, Pharmacy and Pharmaceutical Sciences, and Physical Education and Recreation, and by October 15, 1985 for the position of Dean of Science to

Dr. J. Peter Meekison
Vice-President (Academic)
The University of Alberta
Edmonton, Alberta, Canada, T6G 2J9

The University is an Equal Opportunity Employer.

New CAUT executive sets course for 1985/86

CAUT President Ed Anderson says the recent attacks on academic freedom and tenure in British Columbia and appropriate funding for the universities and academic research constitute the two key issues for the Association this year.

Prof. Anderson, who was elected to the CAUT's top post at its annual meeting in Ottawa in May, says the dismissal in July of 12 tenured University of British Columbia professors is "the most open and blatant challenge to the concept of academic freedom in recent times."

Prof. Anderson says the arbitrary nature of the dismissals places in jeopardy due process, academic freedom and free bargaining arrangements that Canadian faculty have fought for over the past 30 years. He says the actions of the U.B.C. Administration "returns the University of British Columbia to the 1950s and the era of master and servant relationships."

Prof. Anderson terms the dismissal of the 12 "a dress rehearsal of things to come" in B.C.

He says the CAUT will be focusing a major part of its efforts this year on combating any attempts at large-scale individual firings of faculty at U.B.C. The Association has already organized protests at both the national and international level, has directed the Academic Freedom and Tenure Committee to form a committee of inquiry, and has set up a B.C. Defense Fund.

On the university/research funding front, Prof. Anderson says a conference on lobbying, sponsored by the Association and scheduled for

November, will focus on university research funding. The Association also plans to take appropriate action in response to the 5-year plans of the three federal granting councils, which will be announced later this year.

Prof. Anderson says the CAUT will also be continuing its lobbying efforts in a number of key areas, including challenges to mandatory retirement under the new Charter of Rights and Freedoms and other challenges under the Charter, and implementation of policy on affirmative action passed by the 1985 Council.

Prof. Anderson, who teaches in the University of Manitoba's Continuing Education Division, has had a long association with the CAUT. He was first elected to the Board of Directors in 1980. He sat on various committees and served two terms as Vice-President (Internal) before being elected President.

Other members of the 1985/86 CAUT Executive are Vice-President (External) Allan Sharp, Vice-President (Internal) Robert Kerr and Treasurer John Evans.

Prof. Sharp, who is with the Department of Physics at the University of New Brunswick's Fredericton campus, was elected to the CAUT Board in 1981. He served as Vice-President (External) in 1984/85 and was re-elected for a second term in May. As Vice-President, he will manage relations with member associations and represent the CAUT with affiliated organizations and governments.

Prof. Kerr, who is with the Ministry of Windsor's Facul-



CAUT President
Ed Anderson

ty of Law, served as Chairperson of the CAUT's Collective Bargaining Committee for three years prior to his election as Vice-President. His present duties will include chairing the Administration and Publications Committee, with general responsibility for overall administration of the Association.

Prof. Evans, of the Department of Psychology at Memorial University, is serving the second year of his two-year term as Treasurer. He will prepare the CAUT's annual budget and supervise the accounting of the funds of the Association. Prof. Evans has been a CAUT Board member since 1981 and has served on the Elections and Resolutions Committee since 1982.

Prof. Sarah Shorten of the University of Western Ontario is Past President of the CAUT. As such, she will chair the Elections and Resolutions Committee and will be responsible for an on-going report on CAUT operations. H.B.

La nouvelle direction de l'ACPU pour 1985-1986

Le président de l'ACPU, M. Ed Anderson, déclare que les récentes attaques contre la liberté universitaire et la permanence de l'emploi en Colombie-Britannique ainsi que le financement des universités et de la recherche seront les deux chevaux de bataille de l'association cette année.

Selon M. Anderson, élu à la présidence de l'ACPU lors de la réunion annuelle à Ottawa en mai, le renvoi en juillet de 12 professeurs permanents de l'Université de la Colombie-Britannique représente "l'attaque la plus ouverte et la plus flagrante contre la liberté universitaire depuis les dernières années".

A son avis, ces renvois arbitraires menacent la liberté universitaire et les négociations libres, causes pour lesquelles les professeurs canadiens se sont battus pendant

plus de 30 ans. Il ajoute que l'administration de l'Université de la Colombie-Britannique "ramène l'université aux années 1950 et à l'époque des relations maîtres-serviteurs". Il qualifie ces renvois de "répétition générale d'événements à venir" en Colombie-Britannique.

L'ACPU, poursuit-il, consacra une bonne partie de ses efforts à combattre les tentatives de congédiement à grande échelle de professeurs de l'Université de la Colombie-Britannique. Déjà, tant au niveau national qu'international, l'association a élevé des protestations, a chargé le Comité de la liberté universitaire et de la permanence de l'emploi de former un comité d'enquête et a établi une caisse de défense pour les professeurs de la Colombie-Britannique.

En ce qui concerne le financement de la recherche et des universités, M. Anderson annonce que l'association parrainera un congrès sur le lobbying en novembre qui portera sur le financement de la recherche universitaire. L'association prévoit en outre prendre les mesures appropriées pour répondre aux plans quinquennaux des trois conseils fédéraux accordant des subventions. Ces mesures seront annoncées plus tard.

M. Anderson réitérera l'engagement de l'ACPU à exercer des pressions dans de nombreux secteurs importants, notamment la contestation de la retraite obligatoire en vertu de la Charte des droits et libertés de la personne et d'autres actions également en vertu de la Charte ainsi que

DIRECTION see page 7

1985 a grim year for universities in British Columbia — prospects for next year no brighter

by Michelle Morissette
Bulletin correspondent

It's been a rough year for universities in British Columbia and, despite optimistic predictions from the newly appointed President of the University of B.C., the situation for the upcoming academic year doesn't look much brighter, say education insiders here.

This past year has seen faculty inspired protests, student marches, the resignations of two university presidents, and yet another five per cent provincial budget cut — this despite a 7.5 per cent increase in transfer payments from the federal government.

While student protests and administrators' speeches about the plight of universities gained considerable press coverage in the province, the most controversial issue of the year was clearly the resignation of UBC President George Pedersen.

Dr. Pedersen, who accepted the presidency of the University of Western Ontario last March, quit his post as a protest against continued government restraint in B.C.

"The current situation has made it quite impossible for any university president to provide the leadership that is so badly needed in British Columbia," he said. "What I find completely impossible to accept is the uncertainty and complete lack of planning that is going on in this province as it relates to our university system."

He went on to note that, barely weeks before the university had to make up its budget for the next fiscal year,

it still had no indication from the government as to what the amount of its provincial allotment would be.

As it turned out, the provincial budget was announced barely a week before the universities' budget deadline and once again it was a blow to the institutions which were still reeling from a five per cent cut in 1984-85 and a budget freeze in 1983-84. The government in Victoria announced it was reducing its grant by five per cent and adding to it a "one shot" \$14.9 million University Adjustment Program.

The program, which created considerable confusion and anxiety in the university community, remained shrouded in mystery causing administrators concern over the autonomy of universities in the province. It was later disclosed that it would be solely administered by the Universities Council of B.C. and was to be used for program adjustments, faculty renewal and research, and instruction in emerging and innovative high priority areas.

In fact, given the extreme funding problems at all three of the province's universities, most of the funds have been used to allow the universities to buy out faculty who are willing to take voluntary early terminations. A further \$3.9 million remains to be portioned out, but with the amounts still undecided at press time, all three universities have been unable to approve their budgets for the fiscal year which began on April 1.

Still, important budgetary decisions were made at all of

the province's universities, and all called for major cuts in programs and services. While in the previous year provincial funding cuts resulted in all departments adjusting their budgets downwards to spread the cuts out evenly, administrators said they no longer had the latitude for this, and other approaches such as tuition hikes. Specific cuts had to be made.

At Simon Fraser, university budget cuts were announced in September and then later approved in the spring, when it was clear Victoria had no intention of handing out more money.

Cuts there included: reducing the Centre of the Arts budget by one third; the dissolution of the faculty of Interdisciplinary Studies; the elimination of programs in Latin America, Middle Eastern and African Studies; the discontinuation of undergraduate degree programs in German and Russian and a major cut in the athletics and recreation budget.

Faculty members who found their positions terminated were re-allocated to other departments. A major reorganization of departments was further approved by the university's board of governors.

UBC, which saw itself with a \$9.6 million shortfall when the provincial funding cuts were announced, called several emergency Senate sessions and proceeded to axe \$3.5 million worth of programs and \$2 million worth of services. Programs which have been eliminated include a degree in Landscape Architecture; a Dental Hygiene program; a bachelor of Recreation Education program; a degree of licentiate in Accounting; courses in Communications Media and Technology; Animal Ecology courses and a diploma in Agricultural Sciences.

A further \$3.4 million in cuts to come from the Arts, Medicine and Applied Sciences faculties to be carried over the next few years have been approved. However, the actual breakdown of courses or programs involved are not expected to be announced until this fall.

Up to 100 faculty positions have been, or will be, eliminated at UBC. As yet, only 12 faculty members and instructors have been handed termination notices. The dismissals were carried out despite the fact that the university has yet to negotiate an agreement on termination in the situation of financial exigency or redundancy with the Faculty Association.

The Faculty Association has reacted strongly, charging that fundamental principles of academic freedom have been threatened, and an arbitration hearing is slated to be held before October. The hearing will determine if the universi-

ty violated contract conditions by terminating the 12 academics.

The upshot of the cutbacks at all three universities is that there will be fewer and larger classes, fewer faculty members, and fewer services. Tuition fees will rise a further 10 per cent, making them almost double what they were two years ago after last year's 33 per cent hike. And, popular courses will once again have limited enrollments, thus ensuring that potential students turn to other universities — a factor which some administrators say may result in a potential decrease in university revenue. Last year enrolment dropped at UBC for the first time in years.

"We've tried to deal with the situation in the most effective way we could to minimize the damage," says UBC's Acting President Robert Smith. "But it's impossible to paint a rosy picture for the upcoming year. We've had three years of cutting and paring to the bone, and we were forced to take the position of cutting programs and services."

Dr. Smith, formerly UBC's Vice-President Academic, took over the job as Acting President to bridge the gap between presidents while the university instituted a massive search to replace Pedersen.

Dr. Smith resigned to accept a post as the Vice-Chancellor of the University of Western Australia almost immediately after taking on the job.

He will be replaced by David Strangway, one of Canada's leading geophysicists, who has served as both Vice-President and President at the University of Toronto. Strangway, who was appointed in July, will take over the helm at UBC in November.

Meanwhile, on other fronts, this past year has been one of the most tumultuous ever for B.C. universities. While presidents and administrators made cautious appeals to governments and industry to enter into research partnerships with the universities with some success, students and faculty took to the streets to protest the lack of government funds.

In September, the faculty at UBC staged a Day of Concern rally in downtown Vancouver drawing some 750 to protest provincial funding cutbacks.

In February, 2,000 students, faculty and others from other institutions marched from the UBC campus to Vancouver's Art Gallery in the rain in a re-enactment of the Great Trek. This time the marchers said they were marching not to build a university but to save it.

In March, School of Architecture students and faculty staged a downtown rally to protest reports that the school might be closed as a financial measure. Universities Minister Pat McGeer later assured

them the school would remain open.

Again in March, University of Victoria's Dean of Engineering, Len Bruton, resigned saying he could not build a world class faculty of engineering under prevailing fiscal circumstances. He said the government was withholding promised financing for the 1984-85 fiscal year and was refusing to commit the necessary funds for this fiscal year.

The University of Victoria has since received assurances that it will obtain funding for its fledgling School of Engineering.

As well, early in the spring, Ehor Boyanowsky, President of the B.C. Confederation of University Faculty Associations wrote an open letter published in the Victoria press expressing shock and astonishment at the attitude to universities expressed by Universities Minister Pat McGeer during a meeting between the minister, himself and Gordon Shrimpton, Past President of the Association.

The letter caused considerable furor and Dr. McGeer indicated at the time that he might sue. He later dropped the matter.

A highly controversial figure for the past several years, Dr. McGeer added further fuel to the fire when he tried to cool the university funding debate with a letter defending the provincial budget. As the letter was distributed to all B.C. faculty members, the UBC Faculty Association called for Dr. McGeer to resign from the universities portfolio.

While most of the news was

bad, there were some rays of sunshine — at least for students. Recognizing that a past decision to tighten student aid restrictions had been counterproductive, the provincial government rescinded many of those regulations, enabling thousands of B.C. students to apply for student aid this year.

As well, the government has recently announced a \$4.6 million remission program to university and college students who obtain high marks. The program will act as a delayed scholarship fund. Students from the Lower Mainland who obtain a high standard will receive a 25 per cent remission on the provincial portion of their loan, while rural students will receive a 33 per cent remission.

"It's a small step in the right direction," says Duncan Stewart, external affairs spokesman for UBC's Alma Mater Society. "We'd rather have the student grants back since they affected all students across the board, especially the poorer ones. But we'll take anything from the provincial government right now."

Mr. Stewart, who helped co-ordinate many of last year's student protests, says there are likely to be fewer protests this year because apathy levels, always high in B.C., are on the increase.

"We know that this year is likely to be worse than last year and we don't hold much hope of any miraculous governmental funds but there is a general feeling of what's the use anyway? Last year we had protests and what did they

See GRIM YEAR/6



Former UBC Pres. George Pedersen: the current situation has made it impossible to provide leadership.



Simon Fraser: government tight-fistedness led to severe budget cuts last September.

GRIM YEAR...5

accomplish. Not much. What we hear now is that students would rather work for high grades than protest. It's very competitive out there, and students who feel they can't accomplish anything by marching would rather study."

Presidents of several faculty associations didn't hold much hope of the situation improving within the next year either.

Morale

"Morale is at an all-time low here. There is a considerable feeling of malaise and, while people are not leaving in droves, they're looking around," says Sidney Mindess, President of UBC's

Faculty Association.

New arrival

Mindess says that many faculty are in a state of suspended animation as they await the arrival of the university's new president. "The university has relaxed its hiring freeze, an event which has caused mixed reactions among faculty who are fighting against current dismissals; and it is currently negotiating salaries for the next year, with little expectation on the part of faculty that it will satisfy anyone, he said.

"Morale is probably better here than at UBC because we seem to have managed to weather the financial storm a little better than they have,"

says Manohar Sighn, President of the SFU Faculty Association.

"We are worried about the next year and whether it will bring more of the same, but so far we seem to be holding our own by tightening our belts. We made advance plans and we carried them out exactly as planned, and now there is no uncertainty for this year. Next year is another story."

Cloudy

While the university picture still remains cloudy, there is little doubt that the provincial government wants to see the institutions here become smaller and academically tougher. In a letter to the Universities Council last

spring, Dr. McGeer said the schools will for the first time be required to complete a five year academic plan that should stress a modest reduction in over-all size.

High quality

The five year academic plans must protect core programs and allow for growth in programs of high quality and demand, says the letter. The plans should also phase out low-quality programs.

Over the next year all three universities will be attempting to work out long-range plans, but, as acting UBC President Robert Smith said, it is likely to be a difficult task to look at growth when the main concern is over belt-tightening.

Négociations/ Bargaining

Robert Léger/CAUT



The Memorial University Faculty Association has established an independent certification committee that will start a campaign in September to determine the level of support of members for certification.

L'Association des Bibliothécaires et professeurs de l'Université de Moncton est arrivée à une entente avec l'administration de l'université. La convention collective a été reconduite jusqu'au 30 juin 1987. L'augmentation à l'échelle est de 0,00% au 1er juillet 1984 et de 4,75% au 1er juillet 1985. Les salaires pour 1986-87 devront être renégociés. Le congé de maternité passe de 10 semaines de congé payé à 17 semaines de congé payé.

In Quebec, it seems that contracts have been signed everywhere except at the Institut Armand Frappier and at l'Ecole Polytechnique where negotiations are still going on.

At the University of Waterloo, discussions are being held on the possibility of the formation of a union independently of the present faculty association.

The issue of mandatory retirement seems to be quite current at certain faculty associations. The CAUT AF & T Committee is involved with the precedent setting case of Prof. Blisshen, sociologist at York University. The courts will have to determine a) whether the Charter applies to universities and b) whether the Charter prevents the mandatory retirement of academic staff against their will. Some universities, like Carleton and McMaster, have decided not to force retirement until the issue is settled by the courts. Certain faculty associations or unions are trying to negotiate the abolition of mandatory retirement. This is the case at York and Carleton Universities in Ontario. Some grievances have been filed by unions or associations at York, OISE and Laurentian. In other cases, some forced retirees have filed their complaints with the Human Rights Commission and in the courts. In Quebec, McGill is the only university which is attempting to continue its policy on mandatory retirement at 65 in the face of the new provincial law declaring the illegality of mandatory retirement because of age.

At the beginning of August, the situation was as follows at the University of Manitoba. Final offer arbitration on financial matters took place on July 11 and 12. The report of Mr. David Bowman is expected at the end of August. Other issues, such as financial exigency and redundancy have not yet been settled and no formal bargaining was going on at the time of writing. It is expected that pressure by the faculty association will increase if an agreement is not reached. Elsewhere on campus, the Association of Employees Supporting Education Services was to hold a strike vote on August 12. The result of that vote will affect the dispute between the faculty association and the employer. Also at the University of Manitoba, a CUPE local representing support staff in the faculty of Engineering have been without a contract for over a year. They are in conciliation at the moment.

At the University of British Columbia, the Board of Governors imposed a policy of redundancy without negotiations with the faculty association and then fired 12 members of the faculty. Articles in both languages are to be found elsewhere in the Bulletin.



University of Alberta



Bell Northern Research

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We are now searching for innovative engineers and scientists with advanced degrees in Electrical Engineering, Communications, or Physics to evolve and apply this new technology to high-speed fiber optic transmission systems and to the use of fiber in Local Area Networks.

Applications are invited for scientific staff positions in BNR and for three faculty positions within the Electrical Engineering Department at the University of Alberta. The three faculty positions will be at the Assistant, Associate or full Professor rank, depending on qualifications and experience. Salary floors (per annum) are: Assistant Professor: \$30,316; Associate Professor: \$38,170; Professor: \$48,970.

Both organizations offer relocation allowances and complete benefit packages.

Deadline for submission of applications is September 30, 1985.

Please send your résumé to:

Dr. J. Conradi
Director

Alberta Telecommunications Research Center
Bell-Northern Research Ltd.
P.O. Box B090, Station F
Edmonton, Alberta
Canada T6H 4N9

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CARE CANADA, A MEMBER OF CARE INTERNATIONAL, IS HELPING IN MORE THAN 40 DEVELOPING COUNTRIES.

L'ACPU: les créateurs doivent conserver des droits sur leur création

MONTREAL: Le 19 juin, des représentants de l'ACPU ont comparu devant le Comité sur la révision du droit d'auteur. Ils ont insisté sur la primauté des droits des créateurs quand il s'agit de réviser la loi sur le droit d'auteur.

Dans leur mémoire, présenté en commun avec l'Alliance of Canadian Television and Radio Artists (ACTRA), le vice-président de l'ACPU, M. Allan Sharp et le secrétaire général, M. Donald Savage, ont déclaré que, afin que la création s'épanouisse au Canada, "les créateurs doivent absolument conserver des droits sur leur création".

M. Sharp, en faisant sa déclaration, a souligné que l'ACPU s'intéresse depuis longtemps à la question et qu'elle intervient depuis plus de 20 ans auprès du gouvernement pour réclamer la révision de la Loi sur le droit d'auteur. M. Sharp a rappelé au comité l'engagement fondamental du milieu universitaire dans des activités créatrices.

"La grande majorité, prati-

quement tous en fait, ont des contacts quotidiens avec la communauté créatrice dans le cadre de leurs activités" a-t-il dit. Ces activités, a-t-il ajouté, vont de l'écriture créatrice, de la peinture à la mise en place de programmes d'ordinateurs extrêmement complexes et à la création de nouvelles techniques de conception sur ordinateur pour la fabrication.

Les membres de l'ACPU ont constaté avec frustration que "la technologie avait dépassé la loi qui ne réussit plus à protéger leurs créations" a-t-il dit.

Selon M. Sharp, il est nécessaire de prendre certaines mesures pour faire lever un nouveau jour sur le Canada, ce qui créerait une nouvelle richesse et stimulerait la création d'idées nouvelles, une promesse des Conservateurs pendant la campagne électorale l'année dernière. Il croit qu'il serait possible de donner des permis de distribution permettant à l'ensemble de la société de profiter de ces créations. Toutefois, il faut

d'abord leur permettre d'exister.

"Et pour leur permettre d'exister, il faut prévoir une protection suffisante en conservant aux créateurs des droits sur ces créations."

S'attachant en particulier à la question à savoir si ces droits doivent appartenir en priorité au créateur ou à l'employeur, M. Sharp a soutenu que "pour les membres du corps enseignant universitaire, la réponse est très claire, les énergies créatrices viennent du créateur et les conditions d'emploi de celui-ci sont une conséquence de la démarche créatrice."

Il a insisté sur le fait que beaucoup de conventions collectives reconnaissent cela en précisant que ce sont les membres du corps enseignant qui, individuellement, détiennent le droit d'auteur et non pas l'université. Cependant, des permis sont accordés à l'université pour l'utilisation des fruits d'un travail accompli à l'emploi de l'université.



Prof. Allan Sharpe

Le mémoire, que l'ACPU et l'ACTRA ont rédigé en commun, a été présenté au Comité permanent des communications et de la culture dont le Comité sur la révision du droit d'auteur est un sous-comité. Il répond en détail aux propositions du gouvernement énoncées dans le livre blanc De Gutenberg à Teldon. H.B.

CAUT calls for support of creator's rights in copyright law

MONTREAL — In a June 19 appearance before the parliamentary committee on the Revision of Copyright, CAUT officials stressed the overriding importance of creator's rights in any revision of copyright legislation.

Presenting a brief jointly with the Alliance of Canadian Television and Radio Artists (ACTRA), CAUT Vice-President Allan Sharp and Executive Secretary Donald Savage said that for creativity to flourish in Canada "it is essential that the creators maintain the rights to their creations."

In his address, Prof. Sharp pointed to the CAUT's long-standing interest in the question of copyright. He said that the association had over the course of 20 years made detailed proposals to the federal government on revisions needed to the Copyright Act.

Prof. Sharp reminded the committee of the fundamental involvement of the university community in creative pursuits.

"The vast majority — virtually all — of our members are engaged on a daily basis in the creative process as part of the performance of their professional duties," he said. He pointed to the wide range of activities engaged in by academics from creative writing and painting through to the development of sophisticated computer programs and new techniques for computer-aided design in manufacturing.

It was frustrating for CAUT members to see that "technology has rapidly outstripped the law with respect to protection of their creations," he said.

Prof. Sharp said that to foster "a new day in Canada

in which creation of new wealth and new ideas would be stimulated" — a promise held out by the campaigning Conservatives last year — certain steps must be taken. He said it would be possible to arrive at licence arrangements for the distribution of creations so that all of society would benefit, but that first those creations must take place.

"To make sure this is the case we believe the adequate protection or appropriate protection is to maintain the rights to those creations in the hands of the original creators."

Hitting at the particular question of whether the rights should be vested in the creator rather than the employer, Prof. Sharp said "in the case of university faculty members the answer seems to us to be very clear that the creative energies derive from the

creator and the fact of their employment is incidental to the creative process they engage in."

He pointed to the fact that many collective agreements recognize this by specifying that the rights are vested in the individual faculty member in copyright rather than in the university. However, licences are granted to the university to use the materials that have been created during the course of employment for legitimate purposes of the administration of the university.

The brief prepared jointly by CAUT and ACTRA was presented to the House of Commons Standing Committee on Communications and Culture, of which the committee on Copyright is a subcommittee. It contains a detailed response to proposals offered in the Government's White Paper From Gutenberg to Teldon. H.B.

DIRECTION...4

la mise en oeuvre de directives sur l'action positive adoptées à la réunion du Conseil en 1985.

M. Anderson, professeur au département d'éducation permanente de l'Université du Manitoba, oeuvre à l'ACPU depuis longtemps. Il a été élu au Bureau de direction pour la première fois en 1980. Il a en outre siégé à plusieurs comités et a rempli deux mandats à titre de vice-président (Interne) avant d'être élu président.

Les autres membres de la

direction de l'ACPU pour l'année 1985-1986 sont M. Allan Sharp, vice-président (Externe), M. Robert Kerr, vice-président (Interne) et M. John Evans, trésorier.

M. Sharp, professeur au département de physique du campus de Fredericton de l'Université du Nouveau-Brunswick, a été élu au Bureau de direction de l'ACPU en 1981. Vice-président (Externe) depuis 1984-1985, il a été réélu pour un second mandat en mai. En sa qualité de vice-président, il s'occupera des relations avec les associa-

tions membres et représentera l'ACPU auprès des organismes affiliés et des gouvernements.

M. Kerr, qui enseigne à la faculté de droit de l'Université de Windsor, a assumé la présidence du Comité de la négociation collective pendant trois ans avant d'être élu vice-président. Ses fonctions actuelles consistent à présider le Comité d'administration et des publications. L'administration générale de l'association lui revient.

M. Evans, professeur au département de psychologie de

l'Université Memorial, termine la dernière année de son mandat de deux ans au poste de trésorier. Il prépare le budget annuel de l'ACPU et veille sur la comptabilité des fonds de l'association. Membre du Bureau de direction de l'ACPU depuis 1981, il siége au Comité des élections et des résolutions depuis 1982.

Mme Sarah Shorten, professeure à l'Université Western Ontario est présidente sortante de l'ACPU. A ce titre, elle présidera le Comité des élections et des résolutions. H.B.



McGill University

Dean of the Faculty of Arts

Nominations and applications are invited for the position of Dean of the Faculty of Arts of McGill University. The appointment, effective 1 June 1986, is normally for a five-year term and may be renewed.

The Dean of Arts is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by October 15, 1985 to:

Dr. S.O. Freedman
Vice-Principal (Academic)
McGill University
845 Sherbrooke Street West
Montreal, Quebec
H3A 2T5



McGill University

Vice-Principal (Planning and Computer Services)

Nominations and applications are invited for the position of Vice-Principal (Planning and Computer Services) of McGill University. The appointment, effective 1 June 1986, is normally for a five-year term and may be renewed.

The Vice-Principal (Planning and Computer Services) is responsible to the Principal for: institutional planning and research; relations with government departments and administrative bodies, and with other universities; and computer services including the Computing Centre, microcomputer support, data networks, and the telephone and data communications system. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by October 15, 1985, to:

David L. Johnston
Principal and Vice-Chancellor
McGill University
845 Sherbrooke Street West
Montreal, Quebec
H3A 2T5

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Briefly...briefly...

New Head at York's Fine Arts Faculty

TORONTO — Joyce Zemans is the new Dean of Canada's largest fine arts faculty — at York University. Appointed to the position July 2, the professor of art history is a 10-year veteran of the Faculty's Visual Arts Department, chairing the department between 1975 and 1981.

Prof. Zemans has played an active role in the Canadian arts community. She has served on a number of boards including the Art Gallery of Ontario and held numerous administrative positions with the Universities Art Association of Canada. Prof. Zemans is currently a member of the Art Advisory Committee to the National Capital Commission in Ottawa and the Advisory Board to the Toronto Sculpture Garden.

Private group sponsors women's PhD program

VANCOUVER — A shortage of management PhDs and the low rate of participation by women in business education have prompted a private foundation in western Canada to sponsor an affirmative action program. The foundation, which insists on remaining anonymous, is donating \$760,000 to establish the Outreach Doctoral Fellowship program which will support 10 female students at the University of British Columbia and 10 at the University of Alberta for three years while they work toward PhD degrees in management and business administration.

At UBC, women make up about half of the undergraduate business students and about 30 percent of those in the masters of business administration program, but of 93 professors who have tenure or are eligible for it, only three are female.

Peter Luszig, Dean of UBC's Faculty of Commerce and Business Administration, says "the outreach program will provide seed money to bring women into PhD programs. Once women with management PhDs are sufficiently visible, other women students will enter the program as a matter of course."

Cercone takes over press

MONTREAL — Philip Cercone is taking over as managing director of McGill-Queen's University Press. Mr. Cercone, 37, was formerly the director of the Aid to Scholarly Publications Program under the Humanities and Social Sciences Federations of Canada. Considered to have good

connections with the academic network, Mr. Cercone will be a full-time director.

Since a halt in operations four years ago because of spiralling debt, the scholarly publishing outfit has enjoyed three successive years of break-even operation. Now, its new managing director aspires to double the current publishing output within five years. Asked where the emphasis will lie, Mr. Cercone says, "I have yet to meet a person who has given me a good definition of what is a trade book and what is a scholarly book."

— From an article by Salem Alaton in the *Globe and Mail*, July 11.

Survival of the planet

HALIFAX — Delegates from 33 countries as distant as Sri Lanka and the Philippines attended the Women's International Peace Conference at Mount Saint Vincent University from June 5 to 9. Discussion and individual testimony centered on the link between oppression and poverty on the one hand and rising militarism on the other.

In a statement carried to the United Nations special session on women in Nairobi in July by the Mount's President Dr. E. Margaret Fulon and Dorothy Rosenberg, the conference rejected a world order based on domination, exploitation, patriarchy, racism and sexism; condemned militarism as an addiction that distorts human development; demanded an end to research, testing, development and deployment of all weapons of mass destruction; supported the rights and efforts of all peoples to self-determination; and committed itself to developing a worldwide women's peace network whose first act has been to pledge vigilance in monitoring the ongoing safety of those who are at risk as a result of attending the conference.

John Porter Memorial Award

TORONTO — Sociologist David MacGregor of King's College, London, Ontario, has won the Third Annual John Porter Memorial Award for his book *The Communist Ideal in Hegel and Marx*. The award, which was initiated in 1983 to honour the work of one of Canada's outstanding social scientists, recognizes annually a book which contributes significantly to scholarship in the social sciences. In 1983 the award was presented to Jorge Niosi for his book *Canadian Capitalism* and in 1984 Stephen Clarkson received the award for his book *Canada and the Reagan Challenge*. Prof. MacGregor's book was published in North America in 1984 by the University of Toronto Press and in Britain, the Commonwealth and the EC by George Allen and Unwin.

NSCUFA promotes public discussion on education goals

HALIFAX — In an effort to encourage broad public

discussion of the goals to be achieved in higher education, the Nova Scotia Confederation of University Faculty Associations has begun distribution of a leaflet *Meeting the Need to Know: Post Secondary Education Goals for Nova Scotia*.

Om Kamra, the President of NSCUFA, says the leaflet "sets forward a framework for discussing post secondary financing issues. We begin by stressing the need for an expansion of post secondary education in order to ensure access for all qualified Nova Scotians. A brief review of the events in the period of Premier Buchanan's government points to higher tuition fees and falling per student grant support from the provincial government... We are also concerned about the quality of education which has been strained by increases in average class sizes in the last five years and erosion of funding for libraries and laboratories."

U of L alumni launch time capsule project

LETHBRIDGE — The University of Lethbridge Alumni Association has launched a Time Capsule Project to help celebrate the City of Lethbridge Centennial. The capsule, which will be buried on the U of L campus at a ceremony September 26 and opened in 82 years, will contain a number of items reflecting today's life and lifestyles of the City and the University. The opening will coincide with the University's 100th birthday and Canada's bicentennial.

A major feature of the project is a draw for a \$2,000 term certificate which will be buried in the Time Capsule. When the capsule is opened in 2067, the certificate will have created a named endowment for the University estimated at approximately \$2 million.

National and provincial figures as well as local residents and U of L alumni will have the opportunity to "Leave A Legacy" to the University by having their name on the certificate. The first 200 people who contribute \$100 minimum to the 1985 Alumni Fund will be eligible for a draw September 26. The winner will have their name or the name of their choice on the endowment which will perpetuate their memory and benefaction throughout the University's existence.

SFU students lead list

BURNABY — Chemistry, physics and problem solving were strong suits with Simon Fraser University students undertaking Medical College Admission Tests between 1981 and 1984. In a recently released report covering the four-year period, SFU students led the list of MCAT mean scores for Canadian universities. SFU students bettered their UCLA counterparts in chemistry, reading and quantitative mean scores and were within .1 of Princeton students in both biology and chemistry scores.



DALHOUSIE UNIVERSITY FACULTY OF DENTISTRY DEAN

The current term of the Dean of the Faculty of Dentistry comes to an end in June 1986. Persons interested in applying for this position should write to the Chairman of The Committee To Advise The President On The Appointment Of A Dean giving full details of teaching, research and administrative experience and including names of referees who can be contacted by the Committee.

The Faculty of Dentistry is made up of nineteen departments and divisions, a School of Dental Hygiene as well as a Graduate Program in Oral and Maxillofacial Surgery and a Post-Graduate Program in Periodontics. The Dean is expected to provide academic leadership to the Faculty, and is responsible to the President for appointments, promotions, tenure and budgetary matters relating to the Faculty.

All replies will be treated in confidence. Replies should reach the Chairman no later than October 31, 1985.

Dalhousie is an equal opportunity employer. Under current Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens or landed immigrants.

Dr. D.G. Penlz
Chairman
Committee To Advise The President
On The Appointment of a Dean,
Faculty of Dentistry
Division of Periodontics
Faculty of Dentistry
Dalhousie University
Halifax, Nova Scotia
B3H 3J5



THE UNIVERSITY OF WESTERN ONTARIO London, Canada

DEAN OF GRADUATE STUDIES

Applications and nominations are invited for the position of Dean of Graduate Studies, with the appointment to be effective July 1, 1986. The appointment is for a period of seven years, renewable. Candidates should have an established reputation as an academic researcher and graduate teacher and should have the necessary administrative and interpersonal skills to provide leadership for the continuing development of the graduate programs in the University.

The University of Western Ontario has a total enrolment of approximately 20,000 full-time equivalent students.

The Faculty of Graduate Studies is responsible for the operation of 58 masters programs, and 31 doctoral programs in which there are enrolled 1,843 full-time and 672 part-time students.

Nominations and applications should be submitted by October 1, 1985 to:

Professor J.C. Leith
Vice-President (Academic) and Provost
Room 107, Stevenson-Lawson Building
The University of Western Ontario
London, Ontario N6A 5B8

Applications should include a curriculum vitae and the names of at least three referees.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

An Equal Opportunity Employer



UNIVERSITY OF GUELPH Dean of Graduate Studies

Applications and nominations are invited for the position of Dean of Graduate Studies, which will become vacant on July 1, 1986. The appointment will be for a five-year renewable term.

The University of Guelph currently offers a total of 40 graduate programs. These are at the diploma, Master's and Ph.D. level, and include departmental, interdisciplinary and inter-university programs. Approximately 1,000 graduate students are currently enrolled.

Candidates should have considerable experience in teaching, particularly at the graduate level, in research and in university administration. An interest in innovative and cross-disciplinary programs will be important in the further development of the graduate program at the University of Guelph. The appointee will hold a senior academic appointment in the appropriate unit and will have the opportunity to pursue an independent research program.

Applications and nominations should be submitted to Dr. H.C. Clark, Vice President Academic, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Applications should be received by November 1, 1985.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Ontario Liberal gov't. risks alienating the universities

by Howard Epstein
Executive Director/OCUFA

The Liberal minority government in Ontario is hinting that it may not increase university funding as Premier David Peterson had promised in the election campaign. At his first formal meeting with the Ontario Confederation of University Faculty Associations on July 25, Minister of Colleges and Universities Gregory Sorbara said that any discussion of how best to use additional funding could only be on the basis of "assuming the Treasury has the capacity."

At the meeting, OCUFA President Bill Jones outlined ways in which the \$50 to \$100 million extra in funding promised by the Liberals could be used. The suggestions were made as the Minister was presented with OCUFA's response to the Bovey Commission Report. The Commission had documented the financial needs of the universities but was prevented by its mandate from recommending the increased funding. The capital needs of the universities, the overhead costs of research, and new faculty hiring were all discussed with the new Minister.

Mr. Sorbara expressed particular interest in the possibility of affirmative action hiring of female faculty members, as well as the implications of an end to mandatory retirement at a fixed age. Mr. Sorbara said the Liberal government is looking at the possibility of bringing in legislation to end mandatory retirement but had not yet settled on a policy on the issue. Mr. Sorbara said he

had discussed affirmative action with Senator Lorna Marsden.

Mr. Sorbara is the most junior of the members of the new Liberal Cabinet. Previously, his ministry had been headed by the Minister of Education. The splitting of the ministries is rumoured to have been carried out at the request of Education Minister Sean Conway, whose burden this year is expected to be heavy, as he deals with the question of extension of public funding for two more grades of the Roman Catholic separate schools. In a peculiar administrative arrangement, the Deputy Minister of Education continues to have responsibility for the Ministry of Colleges and Universities.

Mr. Sorbara has spent his first month in office familiarizing himself with the issues, and meeting with representatives of the groups with whom his Ministry deals. He hopes to tour many of the Ontario campuses through September to meet students, faculty, administrators and staff.

Mr. Sorbara's responsibilities include a newly-created Ministry of Skills Development. In his first statement to the Legislature as Premier on July 2, David

Peterson said one of the Minister's responsibilities would be to prepare "to implement a program of job-creation and educational upgrading for young people before the summer is out." Organizing this new Ministry and acting as promised by the



Gregory Sorbara

Premier in his statement appears to be a first priority for Mr. Sorbara. Mr. Sorbara told OCUFA officials that he hoped to see "a quantum leap in quality for the university system." He also said he feared that the results of underfunding could be "a notching down to a second class system for a long term."

From his initial discussions, Mr. Sorbara said he had found in the universities "a sense of frustration — a leaness that is not so much healthy as symptomatic of malnutrition."

Uppermost in the minds of the Liberals must be the all-important question of how to convert their minority coalition-style government into a majority at the next election. Among the universities the key questions are all related to funding, and in attempting now to back away from the funding promises of the election, the Liberals are running a serious risk of alienating the entire university community.

expenses were not required for his job as professor. However, in the last Federal Budget, Finance Minister Michael Wilson announced that the government would be modifying its interpretation of what constitute "disability" in taxation terms.

A new definition, applicable for the 1986 and subsequent taxation years, to be administered by medical experts in the Department of National Health and Welfare, has been developed which will include all severely disabled Canadians. It will cover persons with disabling conditions such as blindness, severe cardiorespiratory failure, mental retardation or mental illness, profound bilateral deafness, and functional impairment of the neuro- or musculoskeletal systems, who also

deserve tax assistance. (Budget Papers; May 23, 1985; page 57)

This ruling appears to be an attempt at clarifying which taxpayers meet the definition of disability for income tax purposes. It also suggests that Revenue Canada is beginning to accept an argument that some employees have special and unique costs, which should be deductible from their income taxes, because of the demands of their occupation.

Professor Nagler's lawyer was quoted in the *Globe and Mail* as saying the Revenue Canada ruling shows, "that it's an implied term of a disabled person's contract of employment to hire an assistant which is necessary to perform their job".

CAUT will be writing to the Minister of National Revenue supporting this decision.



UNIVERSITÉ DE MONCTON

CENTRE UNIVERSITAIRE SAINT-LOUIS-MAILLET

Dans le cadre de l'établissement d'une nouvelle Ecole de foresterie au Centre universitaire Saint-Louis-Maillet, l'Université de Moncton sollicite des candidatures pour plusieurs postes de

PROFESSEURS RÉGULIERS EN SCIENCES FORESTIÈRES

(Postes offerts également aux hommes et aux femmes)

Un programme de baccalauréat en sciences forestières avec une option en aménagement des forêts sera offert dès septembre 1985. L'Ecole aura un complément de treize (13) professeurs et 100 étudiants au niveau du premier cycle.

Lors de son engagement, le professeur à plein temps se voit attribuer un des rangs professoraux définis dans la convention collective selon ses qualifications et son expérience. Le traitement annuel est établi aussi selon les qualifications et l'expérience.

1. Professeur spécialiste en photogrammétrie forestière

FONCTIONS: Enseignement des cours de photogrammétrie et de la photo-interprétation des dépôts et recherche.

EXIGENCES: Ph.D. dans le domaine de la photogrammétrie forestière ou M.Sc. avec cinq (5) ans d'expérience dans la discipline. Expérience en recherche.

2. Professeur en pédologie forestière

FONCTIONS: Enseignement des cours en pédologie, hydrologie et géomorphologie forestière et recherche.

EXIGENCES: Ph.D. dans le domaine de la pédologie forestière. Expérience en recherche.

3. Professeur spécialiste en dendrométrie

FONCTIONS: Enseignement des cours de dendrométrie et de biométrie forestière de mesurage et recherche.

EXIGENCES: Ph.D. dans le domaine de la dendrométrie, avec une expérience pratique dans le mesurage. Les candidats détenant la M.Sc. avec une vaste expérience dans la discipline seront considérés. Expérience en recherche.

4. Professeur spécialiste en sylviculture et aménagement des forêts privées

FONCTIONS: Enseignement des cours en sylviculture contemporaine et en aménagement des forêts et recherche.

EXIGENCES: Ph.D. dans le domaine de l'aménagement forestière. Expérience de recherche en forêt privée.

5. Professeur spécialisé en protection des forêts

FONCTIONS: Enseignement des cours en protection des forêts, en entomologie forestière et recherche.

EXIGENCES: Ph.D. dans le domaine de l'entomologie forestière. Expérience en recherche dans le domaine de la protection intégrée des forêts.

6. Professeur en pathologie forestière

FONCTIONS: Enseignement des cours en pathologie forestière et recherche.

EXIGENCES: Ph.D. dans le domaine de la pathologie forestière. Expérience en recherche.

7. Professeur en exploitation forestière

FONCTIONS: Enseignement des cours en exploitation et économie forestière et recherche.

EXIGENCES: Ph.D. dans le domaine de l'exploitation forestière ou M.Sc. avec un minimum de cinq (5) ans d'expérience.

La date d'entrée en fonction est selon la disponibilité des candidats. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée. Les candidats doivent maîtriser la langue française, tant orale qu'écrite et doivent être admissible à l'Ordre des forestiers du Nouveau-Brunswick. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois (3) répondants et être transmise avant le 1er octobre 1985 à:

Monsieur Normand Carrier
Vice-recteur adjoint
Centre universitaire Saint-Louis-Maillet
Université de Moncton
Edmundston, Nouveau-Brunswick
E3V 2S8

(Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents seulement)

Prof. wins favourable ruling from Revenue Canada for disability

by Richard Bellaire
CAUT Staff

A University of Waterloo sociology professor who has cerebral palsy recently won a ruling from Revenue Canada that will allow him to deduct the cost of a secretary he employs to do his writing and typing.

The ruling on the case of Prof. Mark Nagler represents a change in attitude on the part of the government with regard to unique costs incurred by employees in the execution of their jobs.

Under the Income Tax Act, it is usually the case that employees cannot deduct expenses from their employment income unless those expenses are a requirement of the job and are not re-imbursed by the employer. Revenue Canada had argued previously in this case that Professor Nagler's

Amnesty International



WHERE THERE'S HOPE THERE'S LIFE

Instructional Psychologist/Designer

Athabasca University, a publicly funded institution specializing in distance education, is seeking an instructional psychologist/designer for a tenure track position in an academic unit that offers courses in administrative studies and in applied management, leading to a Bachelor of Administration degree.

Qualifications: Ph.D. in Instructional Psychology/Technology or Educational Technology, with related systems experience. Master's degree in one of these disciplines, with appropriate experience, will be considered. Experience in developing instruction in administrative/business studies would be an asset.

Duties: Reporting to the Director, Administrative Studies, the incumbent will provide instructional support to teams developing materials for undergraduate courses, and will engage in instructionally related research and evaluation.

The university is housed in a new, 12,000-square metre building near the Athabasca River, 140 km north of Edmonton. Surrounded by farm land, forest and lakes, the town has a performing arts centre, golf course, swimming pool and curling and skating facilities. Cross country skiing, fishing and hunting are popular in the area.

Salary: \$31,000 - \$45,000 per annum. Please submit curriculum vitae and the names of three references to:

Director of Personnel, Athabasca University, Box 10,000, ATHABASCA, Alberta, T0G 2R0

Athabasca University

CAUT supports Amnesty International — Prisoners of conscience (professors and students)

The Council and Board of the CAUT has authorized the support of professors and students who are the victims of repression in foreign countries. Normally the CAUT supports such cases when they are certified by Amnesty International. The following is a list of the protests made by the CAUT during the past year:

| | | | |
|--------------------|--|---------------------|---|
| Afghanistan | Dr. Osman Rustar Dr. Shukrullah Kohgadai | Liheria | Ismael Umali Aurelio Magpantay Ezekiel Pajibo Christian Herbert Alaric Tokpa James Fromayan |
| Benin | Didier D'Almeida, law student | Malawi | Vera Chirwa and Orton Chirwa |
| Chile | Angel Erasmo Moya Romero, professor of philosophy Rene Luis Miranda Barrales Julio del Transito Lopez Rodriguez Isaías Enrique Urzua Alcazar Carlos Moreno Aravena Eduardo Patricio Henriquez Alfaro Marcos Eduardo Lopez Onetto Alex Ruben Galleguillos Dubo Rodolfo Antonio Rosset Carvajal Ada Cam Cam Castillo Manuel Alarcon Valdivia Douglas Funeteseca Claudio Perez Julio Sepulveda Alfonso Sanguinetti Jorge Poblete Jose Dagoberto Oyarzun Uribe | Mexico | Gustavo Zarate Vargas |
| Colombia | Rafael Valencia | Peru | Ernesto Motta Orcon |
| El Salvador | Miguel Castellanos Guillermo Ramos Orellana Hugo Francisco Carrillo Cabrera Pedro Flores Pena | South Africa | On behalf of student leaders, Congress of South African Students (COSAS) and Sipho Muti Simon Tseko Nkodi Brenda Badela Andile Mntushe Siseko Lutywantsi Guy Berger Gcinamuzi Malindi Thami Mperwa Sipho Ngwenya Sandile Bashe Milumko Zwelibanzi Dumisa Ngai L.W. Erasmus Nzamo Qunta Andile Nontso and 200 others |
| Guatemala | Felipe Garcia Colop Carlos Sinal Ajuchan Lazaro Antonio Mueca Raquec Jorge Mario Alberto Sandoval Maria del Carmen Sanchez Tarrayo Joaquin Rodas Rafael Galindo Ricardo Gramajo Alaide Foppa de Solorzano Hugo de Leon Palacios Gerardo Rivera Alvarado Moises Arriaga de Leon Irma Marilu Hichos Ramos Hector Alirion Interiano Gustavo Adolfo Castaneda Funes Carlos Ernesto Cuevas Molina Ana Lucrecia Orellana Stormont | Syria | Safwan 'Akkash Husam 'Allush Jaffan Humsi Wa'il Sawwah |
| Philippines | Ronelio Clarete Ronelio Evangelio | Turkey | Yucel Demirer |
| | | Uganda | Ronald Mugimba Yowei Kyesimira |
| | | Uruguay | Antonio Mas Mas |
| | | Yugoslavia | Vojislja Seselj |
| | | Zaire | Kabamba Mbikay Ntamuza Mamo-Mbili Way M'bo Asati Akata Engundu |
| | | USSR | Yuri Tarnopolsky Elena Bonner Sakharov and Andrei Sakharov |

Report of CAUT Board — June, 1984

CAUT Board members spent part of their regular June meeting lobbying federal M.P.s. The lobby marked the kick-off of a new series of briefing papers published by the CAUT for MPs and other political figures. The series is entitled "University Notes" and is intended to give busy politicians succinct coverage of the issues before the university community. Early coverage dealt with such matters as underfunding and the question of foreign students.

The Board reviewed business arising from the annual general Council in May. In particular it heard a report on the issue of mandatory retirement and the disposition of likely appeals to the CAUT. Prof. Allan Sharp, the Vice-President (External), reported on National Universities Week and the way in which CAUT

would carry out the wish of the Council to participate. He indicated that, among other actions, the CAUT would be producing a special supplement to the October *CAUT Bulletin* which would be republished in the form of a handout for the use of local associations.

The Board authorized the Policy and Political Action Committee to respond to the federal government concerning the report of the Fraser Committee on pornography. It also authorized a submission to the parliamentary committee examining proposed governmental policies on copyright. It voted funds for the Alliance to Defend Education in British Columbia.

The Executive Secretary reported that the Economic Benefits Committee had been requested to formulate long-

range responses to the federal budget in so far as it affected the universities. It was agreed to create a sub-committee of the Policy and Political Action Committee to consider questions of quality and excellence in higher education.

The Board approved a response to the Bovey Commission report which was designed to complement that of OCUFA.

The case of Prof. Jack Weldon of McGill University was reviewed by the Board. It authorized another approach to the Principal, the Senate and the McGill Association of University Teachers.

Prof. Fred Wilson of the University of Toronto was elected chair or speaker of the annual Council meeting. The Council this year approved a constitutional amendment for the creation of this post and

Prof. Wilson will inaugurate the new system next May.

The Board reviewed the contents of the revision of the CAUT Handbook which will appear during the 1985-86 academic year. It also reaffirmed and clarified restrictions on the use of the CAUT mailing list.

The Past President, Prof. Sarah Shorten, presented a lengthy written report on office operations which outlined the current pressures on the functioning of the office and possible solutions. The Past President also reported in her capacity as chief negotiator with the staff unions.

The Board decided that Dr. Ron Levesque would be appointed Acting General Secretary during the planned leave of the Executive Secretary commencing the end of 1985. D.C.S.

La tâche des professeurs: un modèle d'analyse

Première Partie

par Philippe Barbaud et
Claire Gélinas-Chebat

Une condition préalable à toute étude approfondie de la tâche professorale réside dans la description adéquate de cette "tâche". Une telle description suffisamment claire et précise pour s'appliquer à la situation générale sans pour autant se voir affaiblir par les cas exceptionnels ou particuliers. Nous distinguons deux perspectives selon lesquelles cette description peut être envisagée. La première préconise une étude de la tâche axée sur les composantes de l'enseignement, de la recherche et du service à la communauté considérées comme indépendantes les unes des autres. Une telle approche peut être qualifiée de "dissociative." La seconde préconise au contraire une étude de la tâche axée sur les rapports de dépendance qu'entretient chaque composante avec les deux autres. Il s'agit d'un modèle "intégré."

Plusieurs raisons nous incitent à préconiser un modèle descriptif entièrement intégré. Nous optons par le fait même en faveur de la philosophie du "professeur et chercheur" par opposition à celle du "professeur ou chercheur." Notre philosophie postule donc au départ, comme conséquence logique de notre système d'éducation, l'aptitude et la

responsabilité de tout professeur d'université à se livrer à part entière aux activités essentielles de recherche et d'enseignement.

L'organisation

Le modèle proposé dans Barbaud (1983), dont nous reproduisons le schéma à la figure explique cette prise de position. Nous n'en commentons que l'essentiel, faute d'espace. Nous constatons que l'emploi dévolu à l'enseignement par le seul biais de l'activité d'enseignement-contact n'y représente qu'une fraction de l'emploi total requis par l'accomplissement de toutes les autres activités.

Le contact en classe, par le biais des trois stéréotypes (ou formules) d'enseignement tels les cours, les séminaires ou les stages, n'est qu'un maillon parmi les autres, qu'une étape constitutive de la séquence "enseignement" connectée d'une part à la recherche, par le biais de la préparation, de la direction d'équipes et de la direction de thèses, ainsi qu'aux services à la communauté, par le biais de la programmation, d'autre part.

En dépit de sa complexité, le réseau des interconnexions est animé par un principe moteur explicatif, en l'occurrence un point de convergence unique, l'étudiant,

La tâche des professeurs d'université se prête mal à une évaluation objective en termes de quantité de travail. Pourtant les pressions se font de plus en plus grandes pour "accroître la productivité du corps professoral." (Extrait de la clause 10.29 de la convention collective S.P.U.Q./U.Q.A.M. en vigueur jusqu'en février 1986.) Nous présenterons brièvement dans une première section, le modèle théorique et descriptif de la tâche qui est préconisé dans le rapport Barbaud (1983) intitulé *Le métier d'universitaire*. La seconde section, qui paraîtra en Octobre, consistera à montrer que plusieurs mesures statistiques à caractère officiel ne sont pas adaptées au rôle qu'on prétend leur faire jouer en les utilisant dans un but d'évaluation de la tâche professorale.

considéré comme principal bénéficiaire de la charge d'emploi professoral. Par conséquent, une dynamique qui ignore cet aspect du "câblage" des activités professorales entraîne par le fait même la négation non seulement du transfert des connaissances nouvelles issues de la recherche mais aussi de celui de l'expérience professionnelle qui alimente les activités de programmation liées à la formation universitaire des étudiants. Ce sont là deux objets transmissibles auxquels les professeurs d'université consacrent en définitive tout leur temps et toute leur énergie, c'est-à-dire leur travail.

Or la principale finalité de notre travail qui nous mérite la confiance de la société ne

consiste-t-elle pas justement à équiper les générations montantes grâce au transfert des connaissances et de l'expérience dans le but d'assurer la stabilité et le progrès du corps social?

Le fonctionnement du modèle

Nous établissons une dichotomie fondamentale entre la tâche et l'emploi. La tâche correspond à la structure profonde du métier d'universitaire tandis que l'emploi correspond à sa structure superficielle. Ce qui relie l'une à l'autre, selon une "grammaire" du travail universitaire, c'est justement le travail défini comme la somme de temps et d'énergie requise pour accomplir l'ensemble des activités de notre métier.



Philippe Barbaud



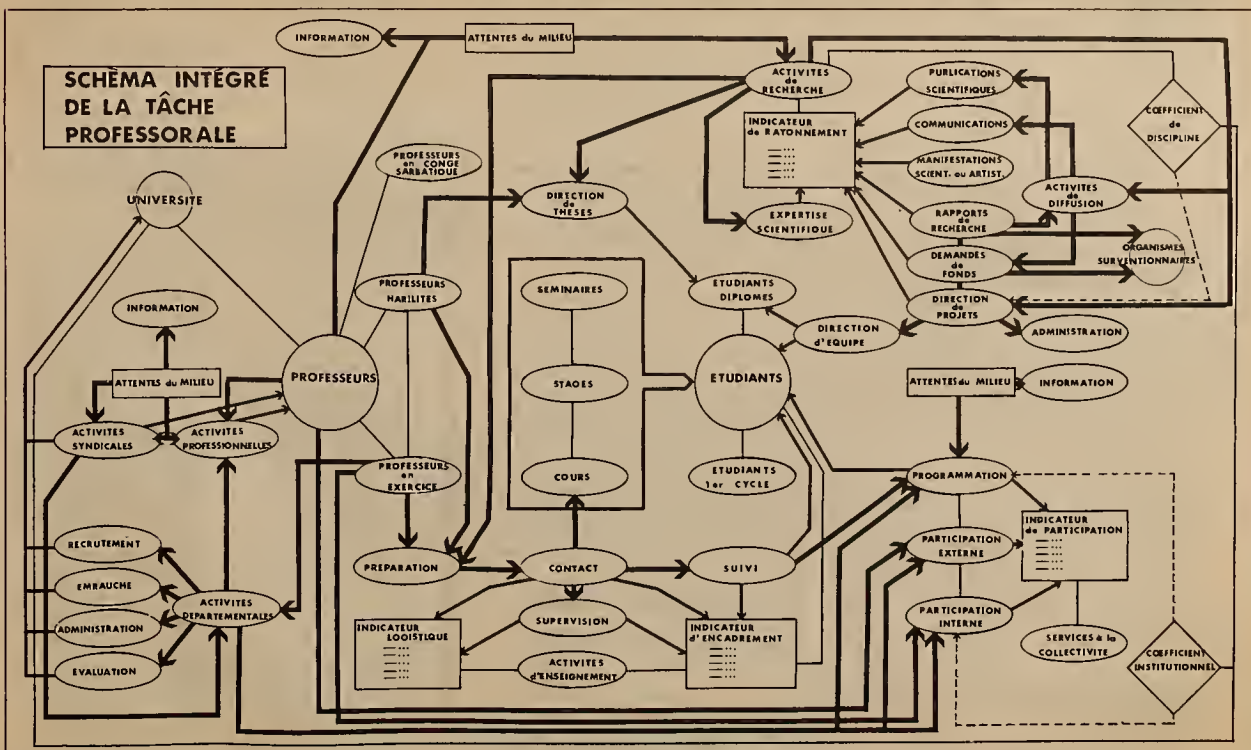
Claire Gélinas-Chebat

L'unité de base qui paraît le mieux s'adapter à l'évaluation du travail, c'est l'unité départementale. C'est en quelque sorte la "phrase" idéale de cette grammaire, suffisamment restreinte pour éviter les défauts du globalisme et suffisamment élaborée pour neutraliser les variations enregistrées au niveau des individus. Par ailleurs, l'unité départementale se prête à une cueillette des données statistiques, même si à l'heure actuelle les statistiques gouvernementales ou institutionnelles s'y rapportant s'avèrent difficiles d'accès, fragmentaires voire inexistantes.

Dans ce modèle intégré de la tâche professorale, une activité se définit comme un élé-

ment (ou unité discrète) du mécanisme de transfert des connaissances. Chaque élément correspond à un ensemble d'occupations dont la justification repose sur la réalisation effective d'un même objectif. Il y en a ici, à titre d'hypothèse, pas moins de 33. Chaque activité se voit assigner une étiquette à laquelle correspond alors un faisceau d'occupations convergentes, ayant la même finalité. Une occupation peut ainsi se définir comme un acte professionnel ou une "pratique distinctive" du métier d'universitaire requérant un certain volume d'emploi, c'est-à-dire une certaine quantité de temps et d'énergie de

Voir TÂCHE/12



TÂCHE...II

travail, dépensée soit collectivement à l'échelle départementale, soit individuellement.

La tâche du professeur d'université est donc une chose infiniment complexe lorsqu'on en pousse l'analyse jusqu'au niveau des occupations, c'est-à-dire du travail effectif. Néanmoins, il ne s'agit pas d'un répertoire ou d'un dictionnaire d'occupations. C'est n'est pas un simple "listing" d'activités disparates que l'on additionne sans se donner la peine de comprendre comment elles se combinent. C'est au contraire par leur combinatoire, c'est-à-dire leur réseau de convergence, que les activités du métier d'universitaire trouvent leur adéquation explicative.

Enfin, il est utile et même nécessaire de faire intervenir dans le modèle intégré d'évaluation de la tâche professorale des mécanismes pondérateurs. Ce sont les coefficients. Ceux-ci peuvent être d'ordre disciplinaire, institutionnel ou national. Ils ont pour but de rendre formel le dosage qu'implique le travail d'un professeur qui œuvre en Art, en Sciences pures, en Sciences humaines ou en Sciences sociales ainsi que celui qu'implique son environnement: université

populaire/institut; secteur anglophone/francophone, etc. Dans le rapport Barbaud, ces coefficients pondérateurs n'ont reçu aucun traitement formel. C'est là un travail qui reste à faire. On peut quand même préciser qu'il s'agit d'une entreprise tout à fait concevable pour peu que l'on poursuive les recherches en ce sens. En particulier, nous voyons dans le modèle de simulation de Pierre Feuvrier (1982) une voie des plus prometteuse qu'il serait relativement facile d'adapter à notre propre modèle du métier d'universitaire.

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Les auteurs de cet article sont des professeurs à l'université du Québec à Montréal.

Gordon Finlay looks back on 25 years of service to CAUT travellers

by Wolfgang Dios
Bulletin Staff

For 25 years Finlay Travel Limited has shepherded thousands of CAUT members and their families to destinations ranging from the Fiji Islands, to Europe, to the Great Wall of China...usually without incident. "But," says Gordon Finlay, "there will always be some professor on a European sabbatical who forges the date of his return flight, and a week after the plane has left walks into the airline ticket office with a blank look on his face. We then get several urgent messages to 'bring me home.' And of course we always do. We take the passenger's dilemma as our priority, not the airline's."

Finlay founded the agency in 1951. After the Second World War, while working in Montreal for the Norwegian-American shipping line, he was offered the opportunity to act as agent for Cunard. Subsequently, his fledgling agency ran charters for the Student's Administrative Council at the University of Toronto and gained the University experience that led to its association with CAUT.

Props and jets

"Much of this business involved students going to Europe on holiday, sometimes 200 at a time. In those days we chartered entire planes, and the fare could be as low as \$215 round trip. It's important to remember, however, that airline fares have remained relatively inexpensive. In the

early 50s, on the old prop planes like the Super Constellations, it cost \$551 round trip to London, when people were making only \$30 to \$40 a week. And it took from 12 to 15 hours to get there."

Recently, the agency's CAUT volume has declined from a peak 2,000 to several hundred travelers a year. Finlay attributes this to deregulation and the proliferation of charter flights, which no longer require membership in any particular group to get low fares. As a result, the agency now concentrates on catering to the travel needs of individuals and arranging special tours, particularly long-term journeys.

"The cheapness of staying in Europe is longer novel," Finlay says. "But among our strengths are the duration of stay permitted — often a year or more, which can be useful for sabbaticals — and the savings to be accomplished on the long-distance haul. We have a fares section I feel can't be matched in the country. Hundreds...sometimes thousands...of dollars cheaper."

Around the World

To meet a growing interest and demand for the Orient and Far East, the agency this year introduced an Around the World program, which Finlay says has "already caused quite a stir." These can be complicated, since each itinerary has to be tailor-made. They tend to appeal more to the individual professor or couple than those with family responsibilities.

"CAUT has always been a

major item here," says Finlay. "Ever since Dr. Stewart (Dr. J.H. Stewart Reid, Executive Secretary of CAUT 1959-63) approached us to inquire whether we could arrange travel for scholarly groups. Certain of our staff handle virtually nothing but CAUT members."

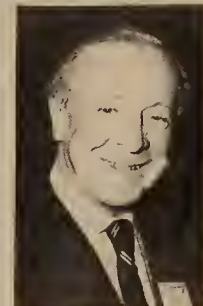
Based in Toronto, the agency now employs 15 people. Among these are Magda Newman, a fares expert in charge of the Pacific, the Orient, and the Around the World program. Ginette Laperrière-Ford is coordinator for francophone services. Ron Parker, Vice-President of Sales International, represents the Atlantic region and is responsible for overall programs and planning.

All the way to China

In 1981, Parker led a group of 20 professors, writers, and scholars to China. The tour was specially arranged for CAUT and escorted by Associate Professor Jerry Schmidt, from the Department of Asian Studies at the University of British Columbia. According to Parker, "We were well treated in China, but as curiosities, as westerners usually are."

Highlights of the journey included a visit to the Universities of Shanghai and Hangchow, culminating in an excursion to the burial site at Xian, where archaeologists had just begun excavating hundreds of 3rd century funerary sculptures.

"A few professors also made contact with Chinese



Gordon Finlay

publishers," Parker added, "which would have been extremely difficult outside of China. It was a development of friendships and an interchange of ideas."

Pacing

On these long-distance journeys, Gordon Finlay recommends that CAUT travelers allow for a sufficient number of stopovers: "They often don't seem to understand the hazards of long-distance travel...it can be very wearying. An hour's time difference requires, on average, a day's adjustment."

"We've had a few complaints over the years," Finlay admits, "but we've also received hundreds of letters of appreciation. We're looking forward to providing an even better and more innovative service to CAUT members over the next quarter century."

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Athabasca, Alberta. T0G 2R0.

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

APRIL RAINTREE, Beatrice Cullen, Permian Publications, Winnipeg, 1984. A revision of "In Search of April Raintree," a biography which depicts the story of two Métis sisters, the deprivation they endure in a contemporary urban environment, and their struggle to achieve a positive sense of identity. "A strong sense of self-identity is a prerequisite to self-determination." The author is involved with the Winnipeg Coalition on Native Child Welfare.

BLACK RAIN, Masuji Ibuse, Bantam Books, Toronto, 1985. A novel based on diaries and interviews with survivors of the bombing of Hiroshima. The story focuses on a group of villagers living in Kobayashi, 100 miles east of the blast. The author is a leading figure in the Japanese literary world, and this novel won that country's highest book award.

TECHNOLOGICAL INNOVATION: University Blues, The Association of Commonwealth Universities, John Foster House, London, 1984. A compendium of the papers, in abbreviated versions, presented at the 13th Congress of the Universities of the

Commonwealth in 1983. Topics include the social consequences of technology, university/industry partnerships, and rural development. Among the contributors is Dr. H.I. Macdonald, president of York University.

PRIVATE SECURITY AND PRIVATE JUSTICE, C.D. Shearing and P.C. Stenning, The Institute for Research on Public Policy, Montreal, 1983. A study that examines the shift of police work from the public to the private sector, and suggests that private justice can focus on prevention and on the victim to a degree that the public criminal justice system has not achieved.

TEACHING AND LEARNING IN HIGHER EDUCATION (4th edition), Ruth M. Beard and James Hartley, H. Harper and Row, London, 1984. Revised, re-written and expanded, this practical guide to lecturing, discussion, and teaching techniques includes a new emphasis on students' perspectives. Ruth Beard has taught at the University of London Institute of Education. John Hartley teaches at the University of Keele, Staffordshire, England.

THE TRANSFORMATION OF HIGHER LEARNING 1860-1930, ed. by Kunrad H. Jarausch, The University of Chicago Press, 1983. This social history of higher education examines the patterns, causes, and consequences of the transformation of higher learning in the west.

Athabasca University

Queen's Principal David C. Smith: on the mission of the university

Dr. David C. Smith became the 16th Principal of Queen's University Oct. 26, 1984. His installation came at the end of a two-day symposium on "The Mission of the University," which featured participation by 16 nationally and internationally known men and women. Following is a slightly condensed version of the text of Principal Smith's installation address:

The appropriate academic approach to an issue is to constrain somewhat the bounds of total originality by assembling current expert knowledge on the subject. And over the past 24 hours we have been treated to an exploration of the mission of the university, as viewed by eminent authorities with a variety of perspectives, both from within and from without the university system.

Several themes struck me as particularly important for the... mission: One is the creative tension between the two functions of teaching and research which makes them so strongly interrelated. One speaker began with an analysis of the logical distinction and conflict between the two functions and concludes with their strong, mutually re-enforcing aspects. His arguments help demonstrate why, if researchers are confined to special research institutions, they do not "as a rule, remain as productive in their research as those who have met classes and marked student papers all their professional lives." Another participant confirms this point by emphasizing the crucial need for a university basis to research in order to help "unify knowledge" and to provide "the great and imaginative leaps forward."

These conclusions from the perspectives of the humanities and the sciences are entirely compatible with my experience in the social sciences. There is thus, I suggest, both a strong multidisciplinary case for fostering the essential interdependence of high-quality teaching and research within universities, and also a strong case for making universities the foundation of Canada's national research efforts.

A second theme I found to be particularly congenial to my outlook is the importance of openness of universities to ideas and to people, a theme to be found in the comments of many of the participants.

The openness of universities has many dimensions. There are the dangers that restrictions on the flow of foreign students and scholars are unduly closing the Canadian university system to the disadvantage of Canadians, as well as of people in other countries. There are the dangers that financial constraints are raising greater barriers to entry for students with academic potential but with disadvantages of socio-economic backgrounds, or for students who may come to the love of learning later or by more tortuous paths.

There are the traditional but ever-present dangers to resist, that the search for research support might limit the freedom to debate and publish. Queen's must resist this variety of pressures for less openness. To suggest that the

university become an enclave for the socially privileged and the safe haven for conventional ideas would be to overlook the long traditions of this institution and to make a bad prediction of its future. Queen's is not a centre for the quiet contemplation of our tranquil consciousness of effortless superiority.

A final and related theme: Universities are very much a part of society and must be responsive to its needs and issues, while still retaining the necessary freedom for critical evaluation of society's institutions. Again this theme is to be found in a number of contributions to the symposium.

Changing long-run issues in Canadian society are giving a special sense of urgency to the mission of universities, and the challenges to Queen's to play a significant role in that mission — in cooperation with other universities, many of which I am delighted to see represented here tonight — have never been greater.

Shift in development bases

The past development of this country was crucially linked to the development of its natural resources in response to international needs. But the bases of Canadian development have been shifting. In the future, prosperity will be more crucially linked to the development of its human resources, in response to the changes in knowledge that are occurring so rapidly on a world-wide scale.

Canada has no natural monopolies of brain power that endow us with an advantage, but it has a basic structure to its educational system that can help develop our human resources for national and international benefit.

The general environment in which Queen's and other universities must carry forward their mission is not entirely encouraging these days. Universities do not run on reason alone... the financial fuel is running low. In addition, the socially responsible, massive expansion of universities, beginning in the 1960s, to accommodate the demographic changes from the "baby boom," that was relatively greater in Canada than in other industrialized countries, has left a legacy of a skewed age-structure of staff that creates greater problems now for appointing new young scholars, who are so essential for the longer-run intellectual vitality of universities.

Finally, as social institutions, universities have been subject to the substantial recent growth of regulatory procedures emanating both from governments, as well as more directly from the concerns of "rights seeking" groups. Appropriate as many of the procedures are, they create a more constrained framework within which universities must strive to adapt and meet the challenges they face.

The micro basis

One must look inward to the type of work a university does, and derive essential characteristics of the organizational structure appropriate to it. Much less thought has been given to this micro basis of organization than to the more general macro aspects of the university system.

This past year I had the exciting opportunity to study directly the real work of Queen's. My experience suggested to me several — perhaps not terribly surprising but yet quite fundamental — characteristics a university organization should have:

First, it must be based on the recognition that the real work of the university is at the level of the classroom, the laboratory, the library, the study. The final product or service of a university is at that level. In a sense, the organization of a university for its academic work must reverse the hierarchical, pyramidal relations of a business organization, which needs to pull together the various component inputs to produce a product, or of a governmental organization which must draw together advisory inputs to produce a policy recommendation or a policy implementation.

Thus, a university organization needs to be more decentralized and less hierarchical in order to sustain and encourage teaching and research, which are not centralized activities. The great universities of the world have not achieved their stature by being highly centralized and monolithic in nature. One reads their histories with a growing appreciation of this simple fact — and of the wry comments of their presidents in explaining this fact.

Thus, President Derek Bok of Harvard recently wrote of the appropriate university structure as one of "genial anarchy." President Robert Hutchins of the University of Chicago once referred to the university "as a series of separate schools and departments held together by a central heating system." And President Clark Kerr of the University of California modified that description by referring to the university "as a series of individual faculty entrepreneurs held together by a common grievance over parking."

One studies within the decentralized college structure of Oxford or Cambridge without ever being quite sure of what holds all the parts together — since there was not even a central heating system, in my experience.

The best minds

The necessary decentralization of structure need not, and must not, produce weaknesses of standards of quality, efficiency, adaptability, and public service. The great universities are ones that have developed, through decentralized structures, mechanisms and incentives for drawing the best minds to teach, research and learn, for providing the most careful scrutiny of priorities and cost reducing measures in the internal allocation of scarce funds, and for facilitating the adaptation to expanding and contracting areas of study. The most demanding competitive standards of business efficiency and adaptability must still apply.

A second fundamental characteristic of a university organization must be the freedom of intellectual inquiry which is not, of course, a license to socially irresponsible behaviour. Much of what a university produces is a public service — that is, of benefit more broadly to society. The benefits include: advancements in

the body of knowledge through research that become widely available to all; the general stimulation to creative thinking and expression; the salutary scrutiny and evaluation of institutions and policies in both the public and private sectors. It is these kinds of external benefits that justify public funding of universities. But, unlike the case of many other forms of public goods or benefits which justify public funding, a careful dividing line must be kept between public accountability, which is a legitimate requirement for a public institution, and public controls over activities which could undermine the very public benefits universities create. It is the freedom of intellectual inquiry and its uncensored dissemination that is at the core of a university's public service.

Harmonizing diversity

Finally, for a university to achieve the necessary cohesion of purpose for its mission, it must be organized in a way that harmonizes the interests of a diverse set of internal and external groups. The teaching and research staff is the core group that determines primarily the long-run quality of a university, but it cannot survive or achieve common objectives in isolation. The group of undergraduate and graduate students... cannot achieve their intellectual potential in isolation. And the intellectual achievements of faculty and students... would be greatly diminished without the dedication and support of the very able non-academic staff.

The fruitful interaction of these three groups is, in turn, highly dependent on a set of other groups: There are the graduates of the institution, (alumni)... There is the community in which the university is located. Finally, a university interacts with a wide variety of private organizations and groups and with the provincial and federal institutions of the state.

The Principal's principles

The three key organizational characteristics of decentralization, consistent with high standards of quality and efficiency; freedom of intellectual inquiry; and harmonization of a diverse set of group relationships produce a unique — one might even say peculiar — form of institution that will normally have some swirl of controversy about it. The clash of ideas and the testing of appropriate intellectual and social relationships are the bases for its existence, even though a Principal may be heard to express the wish, on occasion, for a more rapid maturing of some of the relationships.

...I have been reflecting... on the nature and organization of a university's real work. But why... would one be willing to do "that sort of thing" a principal does — to be essentially a facilitator of the real work and to lose substantially, even though not entirely, the time for the joys of direct participation in teaching and research?

In the hope of finding some guidance I read the Queen's installation addresses over the past century, many of them delivered in this hall. My predecessors had their qualms too!

One looks back to help look for-



Dr. David C. Smith

ward. There are traditions of service and momentum to help... We cannot be sure of the buffeting our course may take as future circumstances change. But the mission is straightforward. It is to keep our eye on the real work of a university and to do it the best we can. To maintain and enhance the eminence of our undergraduate and professional educational programs; to carry forward the remarkable development of our graduate programs over the past two decades and to achieve national and international distinction in them; to develop our strengths as a major national and international centre for research and other scholarly activity; to further our traditions of public service at the local, provincial, national and international levels.

I am glad to be a part of that mission.

IN/PRINTS (Information was supplied by the publisher.)

1885: Metis Rebellion or Government Conspiracy?, Don McLean, Pemican Publications, Winnipeg, 1985. According to this critical history, the Canadian government may have conspired to force the Metis into armed rebellion, in order to unite Canada's east and west in a tide of patriotic fervor. The book has been produced through the auspices of the Gabriel Dumont Institute of Native Studies and Applied Research.

JOHN TOOTOOSIS, Jean Goodwill and Norma Stuman, Pemican Publications, Winnipeg, 1984. What it means to be a treaty Indian in Canada — a biography of the Cree leader who helped found the Federation of Saskatchewan Indians. "Isolated, humiliated, totally dominated, and deep in cultural shock, the last thing the people could imagine they needed or wanted was an angry young militant who insisted on protesting every oppression or injustice as soon as he perceived it." The book was written by author Norma Stuman from taped interviews conducted with John Tootoosis by Jean Goodwill, the Indian leader's daughter.

CAUT's 1985 Bargaining Conference draws 105



Equality rights were a central theme at CAUT's 1985 National Collective Bargaining Conference where an opening night session on the Charter of Rights focussed on the issue of mandatory retirement.

Noted Toronto labour lawyer, Jeffrey Sack, QC, explained the legal implications of equality rights under the Charter. Fellow panelist Jon Thompson reviewed CAUT's Interim Policy on Retirement and Non-Discrimination on the Basis of Age, adopted by Council in May of this year. He also discussed the measures which CAUT is prepared to take to support members who wish to challenge their forced retirement. Prof. Thompson is Chair of CAUT's Academic Freedom & Tenure Committee.

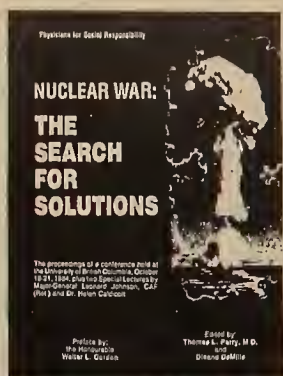
Former CAUT President Jill Vickers and CAUT Executive Secretary Don Savage took part in a later panel session on Positive Action in the University. The session provoked a lively discussion and provided the CAUT Status of Women Committee with some initial contacts for a network.

About 105 people took part in the five-day conference at Kimberley, Ontario. A gruelling agenda included working sessions on proposal writing, bargaining skills, grievance handling, negotiating strategies, academic salary structures, pensions, economic benefits, bargaining for related occupational groups and a media workshop.

Next year's conference will be held from June 16-20. Look for a conference announcement in your local association mailing in the Fall.



PHOTOS: ROBERT LEGER



The proceedings of an international conference on nuclear war held at the University of British Columbia October 19-21, 1984.

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Granting councils 5-year plans push importance of research for economy

by Richard Bellaire
CAUT staff

OTTAWA — Two of the federal research granting councils — the Natural Sciences and Engineering Research Council (NSERC) and the Social Sciences and Humanities Research Council (SSHRC) — released their five-year plans over the summer.

The plans of both councils

call for increased expenditures over and above the cost-of-living increase. NSERC's recommended plan calls for total investment to move from \$397,500,000 in 1985-86 to \$681,800,000 in 1989-90 (this is in constant dollars). SSHRC's recommended option calls for expenditures to go from \$74,500,000 in 1985-86 to \$121,600,000 in 1989-90.

Both plans insist on the importance of research for Canada's economic development and discuss the need for an adequate supply of highly trained, highly qualified personnel for the technological economic changes of the next decades.

Both plans also stress the need to build up Canada's research infrastructure — research equipment, library holdings, and so on.

Neither granting council had the recommended option under its first five-year plan funded in full by the government. Therefore, both are starting their second five-year plans below the target level of funding they hoped to have secured at the end of their first five-year plans.

The new plans stress

strategic areas of research. For example, the areas targeted by SSHRC are population aging, women and work, human context of science and technology and managing the organization. The SSHRC report also emphasizes research in the area of productivity, and the study of other cultures and economies.

Both plans attempt to deal with the vexing problem of what to do about the massive retirement of faculty members beginning in the mid-1990's. Both plans call for expansion of postdoctoral fellowships and research fellowships to help smooth out the academic work force requirements over the next 10 to 15 years.

SSHRC President Dr. William E. Taylor pointed to this problem when he released the Council's report at an August press conference.

"We couldn't meet our needs for university teachers and researchers in the 1960's. We run the risk of another shortfall in the 90's — unless we can keep the best of our young researchers in the university system," Dr. Taylor said.

Finally, both plans review the proposals currently being

discussed in Ottawa for the federal government to pay the indirect costs of research (this proposal has been put forward by the Wright Report and the Johnson Report, among others). The proposals are being discussed in the context of the total federal-provincial system of funding (EPF).

The SSHRC document states in this regard: "Only in a climate of stable funding, with appropriate incentives to build excellence in instruction and research, can the university system in Canada continue to contribute to national development and economic progress."

The two five-year plans, along with that of the Medical Research Council, are expected to be reviewed this fall by the federal cabinet. The government plans to announce a coherent policy toward university research at that time. It is expected that decisions made will set the structure of research funding for the balance of Prime Minister Brian Mulroney's term.

A spokesperson for the Canadian Federation for the Humanities said the organization generally supported the SSHRC plan.

Bulletin to appear 10 times a year

A reminder to CAUT members and those wishing to place advertisements in the *Bulletin*: starting with this issue, the *Bulletin* will publish 10 times yearly at the first of the month, September through June. Please see page 2 for revised information on placing ads.

Harvard staff world's best-oiled panhandlers

by Patrick McQuaid
Bulletin Correspondent

CAMBRIDGE, Mass. — The main thoroughfare separating academic Harvard from its administrative offices is again crowded with the usual assortment of pamphleteers, preachers, street buskers, and panhandlers. The warm weather has brought them up from their quarters in the underground Harvard Square rapid transit platform. "Nickel, dime?" chants one unfortunate in a steady, dull monotone, while another, more cheerful regular asks, "Spare change for an Irishman?"

Little do they know, at their stations outside the Holyoke Center office complex, that they are paying homage to what has been described as the world's best-oiled panhandling machine: High above Harvard Square staff of the Harvard Campaign are preparing press releases announcing that the University's five-year capital drive has exceeded its most optimistic expectations by at least \$6 million.

Dollars for scholars

After two years of planning, Harvard officials announced on October 26, 1979 that they would launch the largest ever "dollars for scholars" campaign with a goal of \$250 million. Then, at commence-

ment exercises in 1982, Robert Stone, national co-chairman of the Harvard Campaign, told generous alumni that the university planned to tap them for another \$100 million.

During the 10 years prior to the campaign, annual gifts to Harvard had grown by 38 percent but inflation had reduced purchasing power 19 percent. That decade saw generosity rise from a level of \$28 million to \$34.4 million. But the University financial report for 1978-1979 said that following adjustment, the amount of gifts actually dropped from \$21 million to \$14 million.

Today the Harvard endowment stands in excess of \$2.3 billion, the wealthiest in the nation. Compounding at 8.6 percent annually, the value of the endowment has grown at a pace faster than inflation during this past decade. At least 20 percent of the growth is attributed to gifts and the capital drive would leave nothing to providence.

War footing

A veritable central intelligence agency was chartered and headquartered on the seventh floor of the Holyoke Center. Robert Stone, President of the West India Shipping Lines, and New York philanthropist Walter Rothschild were appointed to head the operation. They were later joined by Albert Gordon, a 1923 alumnus who set in motion a "Challenge Fund," whereby

the university's wealthiest patrons agreed to kick in one dollar for every two dollars donated during the last year of the drive. That initiative resulted in an additional \$25 million for the campaign.

Early on, the chairmen recruited a national strike force of 5,000 Harvard veterans and set up command posts in 100 cities throughout the States and Canada. A task-force, code-named "Calling for Harvard," took to the phones and by 1983 had raised \$11 million. According to campaign literature, the intent of the telephone initiative "is to make sure every Harvard alumnus has the opportunity to hear about the Campaign directly from a friend or classmate." During four days in May, callers in Los Angeles and San Francisco had squeezed more than \$200,000 out of their receivers.

Luncheon tab

Still another operation, called "The Harvard-Radcliffe Parents' Fund" was mounted. As their sons and daughters prepared for their final exams, parents were wined and dined for a weekend in Cambridge. In the end, they picked up the tab. Lunching at the President's house one Saturday afternoon, purses were turned inside out to the tune of \$283,000 and within weeks pledges exceeded \$300,000.

Class reunions and other alumni gatherings were targeted. Whenever possible, President Derek Bok would

address alumni in a program called "Harvard Today." Classes were urged to compete with one another for recognition of their generosity. At the 25th reunion of the Class of 1958, participants claimed the title, "The Great '58," when they pledged \$6.5 million to the campaign.

"They have set new standards for reunion giving that will be difficult for any future class to match," commented Chairman Stone. Undaunted, the Class of 1923 celebrated its 60th reunion with pledges exceeding \$8.3 million.

Other biggies

Though Harvard may be the standard-bearer, it is not alone in its quest for millions, nor in the mercenary measures taken. Among the largest campaigns were the multi-million-dollar fund drives at Yale, Williams College, Amherst College, the Massachusetts Institute of Technology, Stanford University, Brown College, and Smith College. Student-correspondents from each front provide a mixture of tales, from humorous anecdotes to accounts of "dirty tricks."

Playing hardball

Insiders with the Campaign for Yale a few years ago told a Wall Street Journal reporter of the extraordinary lengths a special research staff took in preparing dossiers on likely donors. One file detailed a subject's marital problems with comments on likely divorce settlements. In

another case, before asking a potential contributor if he might endow a chair for medical research, an agent not only inquired as to the cause of his father's death, but actually obtained a copy of the autopsy report. From public records and personal contacts, the staff were able to determine income levels, property tax assessments, potential inheritances, and particular academic and social interests.

The intelligence-gathering was carried out without the knowledge of the subject. When the likelihood arose that a subject might learn that he was under surveillance, staff often told sources they were from Yale and failed to mention the fund-raising effort.

Unblushingly

Other colleges have taken a much less clandestine approach and have been criticized for their candor. One school in the American South advertised that a million-dollar donation would earn an honorary doctorate, appointment to the board of trustees, and other recognition. In other cases, tycoons have been solicited for hefty donations — and their suggestions for the name of a new law library or student dormitory. One campaign announced that benefactors could "buy a professorship" in their name — \$1 million buys a University Professorship, \$750,000 a Visiting Professorship, and \$500,000 would pay for a sabbatical programme.

Harvard received gifts from An Wang, the computer magnate, for science fellowships and another \$1 million to support the study of contemporary China. The Kaiser Family Foundation of California endowed a professorship at both Harvard and Stanford, honoring two of its members.

...here is the sting

Perhaps the most curious item comes from the University of Michigan, where research staff found that the billionaire J. Paul Getty's father had attended its school. They also learned that Mr. Getty collected family memorabilia, so University President Robben Fleming hand-delivered a copy of the father's application to the State bar and a letter of recommendation from one of the elder Mr. Getty's professors at Michigan.

Learning of Mr. Getty's interest in British architecture, the President and the dean of Michigan's law school paid a second visit to Mr. Getty's London home, bringing photographs of the school's English-style quadrangle and word that a new library was planned. It would cost about \$9 million.

Mr. Getty agreed to sleep on the matter and administrators at Michigan dreamed of new stacks for the law school and the endowment as well. Shortly thereafter, Mr. Getty was dead. End of story.

E. Patrick McQuaid

South of the border



Results of sweeping educational "reform" legislation, enacted just a year ago in the great state of Texas, had a curious impact on the recent parent-teacher association annual meeting in El Paso. Traditionally, these gatherings are kicked off with a flag-raising ceremony by local military cadets and a local high school band would entertain the association during luncheon.

This year there was no band and no cadet corps. These days, students have to stay in school: The law of the land keeps them there until the last bell of the day has sounded.

The new law prohibits students from participating in extracurricular activities during school hours, and in a provision commonly known as "no pass, no play," any student who fails a single course is suspended from all extracurriculars for a six-week period. Reports filtered into the parent-teacher meeting of prize-winning debating teams being no longer able to compete in regional and national matches, of champion athletes benched for failing one course, and entire programs phased out because of the new, tough prerequisites. What it means for the future is that students may have to forego the chance of an athletic scholarship and colleges may look for talent outside the State to satisfy the alumni thirst for a league title.

Has the reform movement gone haywire? Will this cycle of reform be fodder for the next? And, perhaps, the more intriguing issue underlying these considerations, is who holds the monopoly on educational reform in America?

As with all reform movements, the parents of the nation first raised the alarm, and with good cause. But reform takes place in the classroom, not in the legislature, and not in the White House either. Texas may be the most graphic example of what the US Department of Education calls *The Na-*

tion Responds, but response has occurred in all 50 States. All but two have or are ready to tighten high school graduation requirements, and there are now five times as many State-level task forces on reform as there are States.

In another survey of half the country's districts, the Education Department found that about 20 percent are engaged in some sort of business-schools partnership program such as the Boston Compact, described in last month's *Bulletin*. Another 25 percent are in the planning stage. But the bulk of the existing programs, reports the *American School Board Journal*, serve more as public relations gimmicks for both the schools and the businesses, with very little to show by way of academic gains. Success stories are few and far between, with business activities "episodic" for the most part, according to the article.

In higher education, the business community has strayed in recent years from signaling any clear indication of what it seeks of college graduates. The deans of North America's leading business schools say their faculty are in a bind now on what career advice to pass along to students: "The chief executive officers want people with broad backgrounds but the CEOs don't do the recruiting," one dean told *The Chronicle of Higher Education*.

Not too long ago, a series of memoranda from business executives sought out students with extensive liberal arts and humanities education. But business leaders addressing the American Assembly of Collegiate Schools of Business in April confessed that accountant-types were landing most of the jobs and climbing the career ladder. Moreover, faculty have too little inside corporate experience to divine where industry is heading and who it wants on board.

TREASURE TROVES: Princeton has decided to jettison its collection of 24,000 vertebrate fossils as part of a new agenda to move "in other directions." Trustees authorized the university to turn over the holdings, which represent 100 years of digging, dusting and cataloging to Yale's Peabody Museum of Natural History, against the advice of a panel of distinguished paleontologists...In other recent acquisitions, Yale is to receive two relics of the Kent State shootings. A federal court in Ohio has ruled that the state National Guard must turn over an M-1 rifle, a .45-caliber pistol, and a gas mask used by guardsmen during the student demonstration 15 years ago. Yale already has 25 file boxes of documents relating to the incident in its repository. The university aims to become the national archive for the May 4, 1970 event.



Luther College of Regina

President

The Board of Regents of Luther College, Regina invites applications, nominations and enquiries for the position of President. The appointee will be expected to take office July 1, 1986.

Luther College has two campuses: a high school of about 400 students, 100 of whom are residential, and 21 faculty members; a university college (with residences) federated to the University of Regina and located on its campus. The university college has about 500 students and ten faculty members on a campus of five thousand full-time and five thousand part-time students. Luther College, founded in 1913, offers students education with high academic standards and with concern for the individual.

The President is the chief administrative officer of Luther College and is responsible for implementing the policies established by the Board of Regents, and for providing leadership and direction for the College. The President is assisted by a principal at the high school end and an academic dean at the university college.

Candidates should have a commitment to excellence in a liberal arts college; teaching experience; a record of scholarship (preferably including an earned doctorate); administrative experience and leadership ability; the ability to relate to various publics — government, church, business, the university community; understanding of financial matters; and attitudes compatible with the Lutheran tradition of the College.

Applications with curriculum vitae and the names of three referees should be sent by October 31, 1985 to

Dr. Martin Bergbusch, Chairman
Search and Screen Committee
Luther College
University of Regina
Regina, Saskatchewan
S4S 0A2

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

PROBLEMS GETTING ACCESS TO GOVERNMENT-HELD INFORMATION

CAUT will be submitting a brief to the parliamentary committee which is reviewing the federal Access to Information and Privacy Acts, and would like to hear from members who have experienced difficulties with either of these acts. Please write

Dr. Donald C. Savage
Executive Secretary
Canadian Association of
University Teachers
1001 - 75 Albert Street
Ottawa, Ontario, K1P 5E7

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

THE IMPERATIVE OF RESPONSIBILITY: In Search of An Ethics For The Technological Age, Hans Jones, The University of Chicago Press, 1984. A book which suggests the need for lengthened foresight to deal with the causal nature of our technological deeds. "What we must avoid at all costs is determined by what we must preserve at all costs." Hans Jones teaches at the New School for Social Research.

THE ESSENCE OF GOOD TEACHING, Stanford C. Erickson, Jossey-Bass, Washington, 1984. Research findings on learning, memory, thinking, motivation, and attitude change and how these can be transformed into practical elements of college teaching. The author is a former director of the Center of Research on Learning and Teaching, Michigan.

MANAGING FACULTY DISPUTES, Jane McCarthy, Irving Ladimer, Josef P. Sirefman,

Jossey-Bass, Washington, 1984. The authors emphasize the mechanics and process of achieving resolutions to both regularly occurring disputes, which can be resolved through grievance procedures, and occasional conflicts that require more flexible methods. Jane McCarthy is with the Municipal Arts Society, New York. Irving Ladimer is a former program director of the Research Institute of the American Arbitration Association. Josef Sirefman is a professor of business law.

STUDIES IN THE HISTORY OF EDUCATIONAL THEORY, Vol. 2: The Minds And The Masses 1760-1980, G.H. Bantock, George Allen and Unwin, Boston, 1984. The final volume in Professor Bantock's study of educational thought and its relationship to European culture chronicles the historical development of educational theory through such thinkers as Coleridge, Nietzsche, and Tolstoy in order to deepen our understanding of contemporary educational problems. The author has published widely in the field of literary criticism.

HIROSHIMA, John Hersey, Bantam Books, Toronto, 1985. A re-issue of the classic journalistic study of six men and women who survived the bombing of Hiroshima. "They still wonder why they lived when so many others died...."



McGill University

DEPARTMENT OF MECHANICAL ENGINEERING

The Faculty of Engineering is seeking a new Chairman for its Department of Mechanical Engineering. The successful candidate will have a Ph.D. or equivalent, with specialization in one of the following areas: heat phenomena, robotics, solid mechanics, vibrations, fluid mechanics, bio-mechanics. The appointment will be at the Associate or Full Professor level and the salary will be commensurate with qualifications and experience. Previous administrative experience is desirable, but not essential.

Replies should be addressed to:

Dr. P.R. Bélanger, Dean,
Faculty of Engineering,
McGill University,
817 Sherbrooke Street West,
Montreal, P.Q.
H3A 2K6

In accordance with Canadian Immigration regulations, this offer is addressed to Canadian citizens and landed immigrants, in the first instance.

A provincial funding formula for higher education?

TORONTO — Terence Donahoe, Minister of Education in Nova Scotia, stated at a meeting between CAUT and the Council of Ministers of Education in Toronto in July that in his personal opinion there should be a formula governing increases in provincial contributions to post-secondary education just as there is for federal contributions. He floated the idea that the provinces should continue to get the full federal increase if the provincial contributions increased at the level of the gross provincial product. The consequences of such a formula, if it had been applied in the past few years, are shown in the attached table.

Mr. Donahoe also said that the Council of Ministers of Education saw the negotiations between Ottawa and the provinces as an educational as well as a financial matter and that the Council intended to play a high profile role in these discussions. They did not intend to leave matters entirely to the ministers of finance. This was welcome news to the CAUT delegation since there have been considerable fears that some of the ministers responsible for higher education in the provinces would attempt to avoid their responsibilities in this area and try to off-load them on the ministers of finance.

The meeting with the ministers arose from a decision of the CAUT annual Council in May to seek formal meetings with the Council of Ministers of Education and with the Secretary of State on the report prepared by Dr. A. Johnson for the Secretary of State entitled: *Giving Greater Point and Purpose to the Federal Financing of Post-Secondary Education and Research in Canada*. It was preceded by a gathering of CAUT national officers with representatives of the provincial faculty associations from the 10 provinces where there was unanimous agreement on a critique of the Johnson Report. A CAUT delegation composed both of national officers and of representatives of provincial associations then presented the critique to the Council.

In the document CAUT praised the clarity and vigour

with which Dr. Johnson had demonstrated the funding crisis in Canadian universities as well as his general approach favouring reform of existing structures rather than root and branch change. CAUT also agreed with Dr. Johnson that change was more likely if Ottawa adopted incentives rather than the big stick in dealing with the provinces on this matter. Such an approach would certainly fit in with the expressed desire of the federal government to see federal/provincial relations conducted with civility.

However, CAUT opposed Dr. Johnson on the nature of the incentives and promoted instead the arrangements which it had suggested to the federal government a year ago in a draft bill on the subject. In that scheme, provinces which maintained their contributions at the 1982 level in real dollars would receive additional compensation from the federal government.

On the research side, CAUT favoured Dr. Johnson's recommendations that there should be effective five-year budgeting for the granting agencies and that there should

be a significant increase in that funding. It also agreed with him that the granting agencies should pay the indirect costs of research but, unlike Dr. Johnson, CAUT thinks that should come out of new money.

Negotiations in regard to federal/provincial transfer for post-secondary education arrangements have been going on for some months and will reach a climax during this coming academic year. The federal government plans to announce any financial changes in its 1986 budget to take place in 1987 when the current arrangements run out. The first shot from Ottawa was the suggestion in the budget that Finance Minister Michael Wilson would like to reduce the escalators so that \$2 billion would be saved on all transfer arrangements by 1990. This was reminiscent of the Liberal 6 and 5 program whose application to transfer payments for post-secondary education the Tories vigorously denounced when they were in opposition.

Mr. Wilson did not specify which transfer arrangements would be affected.

More recently, Deputy Prime Minister Eric Nielsen announced the creation of a program review through a study team composed of Dr. Benson Wilson, former assistant deputy minister of the Ontario Ministry of Colleges and Universities, as chair with Dr. Roger Guindon, former Rector of the University of Ottawa as a member. The study team will conduct in three months a comprehensive review of the federal programs in support of education and research which currently total some \$7 billion. Where this leaves the Secretary of State who is responsible for EPF arrangements in relation to post-secondary education is not yet clear.

It will be surprising if the universities do not have to fight hard to ensure that the federal financial role is maintained. DCS

Copies of the CAUT critique of the Johnson Report and of the CAUT draft bill on EPF can be secured from the CAUT office, 75 Albert Street, Ottawa, Ontario K1P 5E7.

EPF Escalator using gross provincial product in the formula

| | 78-79 | 79-80 | 80-81 | 81-82 | 82-83 | 83-84 |
|--------------|--------|--------|--------|--------|--------|--------|
| B.C. | 12.39% | 12.53% | 11.04% | 11.17% | 12.08% | 8.12% |
| ALBERTA | 12.09% | 11.59% | 13.28% | 14.80% | 14.13% | 10.96% |
| SASKATCHEWAN | 8.87% | 9.09% | 10.30% | 15.69% | 15.83% | 10.87% |
| MANITOBA | 10.19% | 9.50% | 9.36% | 10.72% | 12.45% | 9.77% |
| ONTARIO | 10.25% | 10.18% | 9.48% | 10.46% | 12.15% | 9.05% |
| QUEBEC | 11.99% | 12.09% | 9.87% | 10.73% | 11.17% | 9.36% |
| N.B. | 7.54% | 7.81% | 8.14% | 10.81% | 11.72% | 10.76% |
| N.S. | 11.37% | 11.33% | 10.23% | 7.76% | 9.21% | 9.67% |
| P.E.I. | 12.30% | 11.39% | 11.52% | 15.35% | 13.76% | 11.99% |
| N.F.L. | 14.74% | 11.76% | 12.98% | 11.18% | 14.59% | 9.52% |
| NAT. AVG. | 11.20% | 11.11% | 10.44% | 11.55% | 12.53% | 9.60% |
| EPF* | 11.03% | 10.66% | 10.07% | 11.07% | 12.23% | 6.00% |

Year to year growth in provincial operating grants

| | 78-79 | 79-80 | 80-81 | 81-82 | 82-83 | 83-84 |
|--------------|--------|--------|--------|--------|--------|--------|
| B.C. | 11.10% | 6.80% | 10.60% | 16.90% | 7.30% | 0.00% |
| ALBERTA | 8.70% | 8.50% | 17.30% | 17.30% | 19.80% | 8.70% |
| SASKATCHEWAN | 9.40% | 7.30% | 7.00% | 13.90% | 11.40% | 7.00% |
| MANITOBA | 0.50% | 12.00% | 0.70% | 14.60% | 17.90% | 10.30% |
| ONTARIO | 5.10% | 4.40% | 7.00% | 9.90% | 13.80% | 7.50% |
| QUEBEC | 13.10% | 14.00% | 17.30% | 9.70% | 2.10% | 1.50% |
| N.B. | 9.50% | 8.40% | 8.50% | 10.70% | 13.20% | 5.40% |
| N.S. | 8.00% | 5.00% | 11.80% | 13.20% | 11.40% | 6.00% |
| P.E.I. | 8.20% | 14.40% | 7.70% | 8.90% | 15.40% | 7.80% |
| N.F.L. | 7.70% | 11.70% | 7.20% | 13.20% | 9.80% | 2.50% |

Operating grant increase minus provincial escalator

| | 78-79 | 79-80 | 80-81 | 81-82 | 82-83 | 83-84 | TOTAL |
|--------------|--------|--------|--------|--------|--------|--------|---------|
| B.C. | -1.29% | -5.73% | -0.44% | 5.73% | -4.78% | -8.18% | -14.69% |
| ALBERTA | -3.39% | -3.09% | 4.02% | 2.50% | 5.67% | -2.26% | 3.45% |
| SASKATCHEWAN | 0.53% | -1.79% | -3.30% | -1.79% | -4.43% | -3.87% | -14.65% |
| MANITOBA | -9.69% | 2.50% | -8.66% | 3.88% | 5.45% | 0.53% | -5.99% |
| ONTARIO | -5.15% | -5.78% | -2.48% | -0.56% | 1.65% | -1.55% | -13.87% |
| QUEBEC | 1.11% | 1.91% | 7.43% | -1.03% | -9.07% | -7.86% | -7.51% |
| N.B. | 1.96% | 0.59% | 0.36% | -0.11% | 1.48% | -5.36% | -1.08% |
| N.S. | -3.37% | -6.33% | 1.57% | 5.44% | 2.19% | -3.67% | -4.17% |
| P.E.I. | -4.10% | 3.01% | -3.82% | -6.45% | 1.64% | -4.19% | -13.91% |
| N.F.L. | -7.04% | -0.06% | -5.78% | 2.02% | -4.79% | -7.02% | -22.67% |

*—EPF: The national average is different from the EPF escalator used in the EPF act because some part of the total G.N.P. for Canada is not assigned to any one province; therefore, the national total is not equal to the total of all provinces.

Le financement de l'enseignement postsecondaire: une formule provinciale?

TORONTO — Lors de la réunion entre l'ACPU et le Conseil des ministres de l'Éducation tenue à Toronto en juillet, Terence R.B. Donahoe, ministre de l'Éducation de la Nouvelle-Écosse, a déclaré que, à son avis, il devrait y avoir une formule régissant la hausse des contributions provinciales destinées à l'enseignement postsecondaire et se fondant sur le même principe que celles du gouvernement fédéral. Il a avancé l'idée que les provinces devraient continuer à recevoir la totalité de la hausse du fédéral si leurs contributions augmentaient au même rythme que le produit national brut. Le tableau ci-contre démontre les résultats de cette formule si elle avait été utilisée au cours des dernières années.

M. Donahoe a ajouté que le Conseil des ministres de l'Éducation estimait que les négociations entre le gouvernement fédéral et les provinces étaient autant d'ordre financier que pédagogique et qu'il avait l'intention de jouer un rôle important dans les discussions. Les ministres de l'Éducation ne veulent pas que la question relève uniquement des ministres des Finances. A sa réunion annuelle tenue en mai, le Conseil de l'ACPU a décidé de solliciter des rencontres avec le Conseil des ministres de l'Éducation et le Secrétaire d'État pour discuter du rapport rédigé par M.A. Johnson pour le compte du Secrétaire d'État et intitulé: *Pour une meilleure orientation du financement de l'enseignement postsecondaire et de la recherche par le Gouvernement du*

Canada. La réunion de juillet constituait donc un pas en ce sens.

Avant la réunion avec le Conseil des ministres, les dirigeants nationaux de l'ACPU ainsi que les représentants des associations des professeurs des dix provinces s'étaient rencontrés. Tous s'entendaient pour critiquer le rapport Johnson.

L'ACPU a loué M. Johnson pour avoir exposé avec clarté et vigueur la situation dans les universités canadiennes en matière de financement ainsi que pour avoir favorisé la réforme des structures actuelles plutôt qu'une modification en profondeur. L'ACPU convient également avec M. Johnson qu'il est plus probable que des modifications soient apportées si le gouvernement fédéral adopte des mesures d'incitation plutôt que la politique du bâton pour traiter de la question. Cette attitude s'inscrirait certainement dans les volontés du fédéral d'entretenir des relations courtoises avec les provinces.

Toutefois, l'ACPU désapprouve M. Johnson quant à la nature des mesures d'incitation et préfère la solution qu'elle a proposée au gouvernement fédéral il y a un an dans un document sur la question. Ainsi, les provinces qui maintiennent leurs contributions au taux de 1982 en dollars reçoivent une compensation supplémentaire du fédéral.

En ce qui concerne la recherche, l'ACPU appuie les recommandations de M. Johnson selon lesquelles le gouvernement devrait adopter

un plan quinquennal efficace à l'intention des conseils subventionnaires et hausser leurs subventions chaque année considérablement. L'ACPU estime, comme lui, que ces organismes devraient assumer les coûts indirects de la recherche, mais croit plutôt qu'il faille puiser des fonds dans de nouvelles ressources.

Des négociations sur les transferts fiscaux aux provinces au titre de l'enseignement postsecondaire se poursuivent depuis quelques mois. Elles atteindront toutefois un point culminant au cours de la prochaine année universitaire.

Le gouvernement fédéral prévoit annoncer des réformes financières dans son budget de 1986 qui entreront en vigueur en 1987, au moment où les ententes actuelles prendront fin. Comme première réforme, le ministre des Finances, M. Michael Wilson, aimerait réduire les facteurs de progression de façon à économiser 2 milliards de dollars sur tous les transferts d'ici 1990. Les Conservateurs semblent vouloir ressortir le programme du 6 et 5 des Libéraux imposé aux transferts fiscaux destinés à l'enseignement postsecondaire

et contre lequel ils s'étaient vivement dressés quand ils formaient l'opposition. M. Wilson ne précise pas, toutefois, de quel transfert il s'agit.

Récemment, le vice-premier ministre, M. Erik Nielsen, a annoncé la création d'une équipe composée d'un président, en l'occurrence M. Benson Wilson, ancien sous-ministre adjoint des Collèges et Universités de l'Ontario, et du père Roger Guindon, ancien recteur de l'Université d'Ottawa. L'équipe aura pour tâche d'examiner en profondeur, pendant trois mois,

les programmes fédéraux de soutien à l'éducation et à la recherche qui, actuellement, représentent quelque 7 milliards de dollars. La position du Secrétaire d'État, responsable du financement des programmes établis destinés à l'enseignement postsecondaire, n'est pas encore claire. D.C.S.

Des exemplaires de la réponse de l'ACPU au rapport Johnson ainsi que son document sur le FPE sont disponibles au secrétariat de l'ACPU, au 75, rue Albert, Ottawa, Ontario K1P 5E7.

THE BORA LASKIN NATIONAL FELLOWSHIP IN HUMAN RIGHTS RESEARCH

AWARDED BY
THE SECRETARY OF STATE OF CANADA
AND ADMINISTERED BY THE SOCIAL SCIENCES
AND HUMANITIES RESEARCH COUNCIL
OF CANADA

The fellowship encourages multidisciplinary and/or interdisciplinary research and development of expertise in human rights - with particular emphasis on themes and issues relevant to the Canadian human rights scene.

ELIGIBILITY

One fellowship offered annually to a Canadian citizen or a person who is a permanent resident of Canada for at least 12 months. Candidates should have a graduate degree or equivalent and have progressed in their career. (The fellowship is not intended for students).

VALUE

Stipend of up to \$45,000. In addition, \$10,000, if necessary, for travel and/or research expenses.

PLACE OF TENURE

Canada

APPLICATION DEADLINE

October 1, 1985

FOR FURTHER INFORMATION

Write to:
Human Rights Directorate
Department of the Secretary of State of Canada
Ottawa, Ontario
K1A 0M5
or
Fellowship Division
Social Sciences and Humanities Research Council of Canada
P.O. Box 1610
255 Albert Street
Ottawa, Ontario
K1P 6G4



Department of the Secretary
of State of Canada

Secrétariat d'État
du Canada

BOURSE CANADIENNE BORA LASKIN POUR LA RECHERCHE SUR LES DROITS DE LA PERSONNE

DÉCERNÉE PAR
LE SECRÉTAIRE D'ÉTAT DU CANADA
ET ADMINISTRÉE PAR
LE CONSEIL DE RECHERCHES
EN SCIENCES HUMAINES DU CANADA

La bourse Bora Laskin vise à encourager la recherche multidisciplinaire et interdisciplinaire en matière de droits de la personne, en mettant l'accent sur des thèmes et des questions importantes dans le contexte canadien.

ADMISSIBILITÉ

Tous les ans, une bourse est offerte à un citoyen canadien ou à un résident permanent (au Canada depuis au moins 12 mois) titulaire d'un diplôme universitaire supérieur ou l'équivalent. La priorité est accordée aux candidats qui ont déjà entrepris une carrière dans le domaine sur lequel porte la recherche. (La bourse n'est pas destinée aux étudiants.)

MONTANT DE LA BOURSE

La bourse Bora Laskin peut atteindre 45 000 \$. À ce montant, peuvent s'ajouter 10 000 \$ pour les frais de déplacement ou d'autres frais reliés à la recherche.

LIEU D'UTILISATION

Canada

DATE LIMITE DES DEMANDES

1er octobre, 1985

POUR TOUT RENSEIGNEMENT

Veillez vous adresser à la:
Direction des droits de la personne
Secrétariat d'État du Canada
Ottawa (Ontario)
K1A 0M5
ou à la
Division des bourses
Conseil de la recherche en sciences humaines du Canada
C.P. 1610
255, rue Albert
Ottawa (Ontario)
K1P 6G4

Canada



Université d'Ottawa University of Ottawa

CHAIR OF CELTIC STUDIES

The Faculty of Arts of the University of Ottawa invites applications to fill the new Chair of Celtic Studies commencing May 1 or July 1, 1986, at the level of Associate or Full Professor.

Qualifications required: Ph.D., teaching experience and published research in Celtic languages, literatures and folklore, and an active interest in the Celtic communities of Canada. In addition the successful candidate will have a fluent command of both Scottish and Irish Gaelic and qualifications in either Welsh or Breton. The University of Ottawa is a bilingual institution and preference will be given to candidates able to teach in both English and French.

In accordance with immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Closing date for applications: November 1, 1985.

Send curriculum vitae with names of at least three referees to:

Dr. Marcel Hamelin,
Dean of the Faculty of Arts
University of Ottawa
Ottawa K1N 6N5, Ontario



Lobbyist's notebook

by Donald C. Savage

Groupe d'étude du financement des universités Nielsen: le Sous-Premier ministre a établi une Équipe chargée d'étudier le financement des universités. L'Équipe est présidée par M. Ben Wilson qui a été durant un certain nombre d'années sous-ministre du Ministère ontarien des Collèges et Universités. Le R.P. Guindon, ex-recteur de l'Université d'Ottawa, en fait aussi partie. Les autres membres sont: M. Fred Schindeler, ex-professeur de sciences politiques à l'Université York; M. Peter Pint, du Ministère des Sciences et de la Technologie; M. Kerry Johnston, du Secrétariat d'Etat; et Mme Nancy Kenyon, du Ministère des Finances.

Son mandat n'était pas connu au moment de rédiger ces lignes, mais il semble que l'Équipe doit examiner en trois mois la politique fédérale concernant le FPE, le financement de la recherche, l'aide aux étudiants, les collèges militaires, l'enseignement postsecondaire des autochtones et diverses autres domaines où le gouvernement a actuellement des responsabilités. L'ACPU a rencontré M. Wilson à son premier jour à son poste et a examiné la politique de l'ACPU avec lui. L'ACPU a demandé instamment qu'un chercheur universitaire actuel soit adjoint à l'Équipe. L'ACPU entend présenter un exposé formel de vues à l'Équipe. Il est probable que le gouvernement va essayer de convaincre l'Équipe de consacrer la proposition du ministre des Finances portant de rogner considérablement les paiements de transfert aux provinces. La collectivité universitaire devra rassembler toutes ses forces afin de voir à ce que ses vues soient bien expliquées à l'Équipe et au cabinet.

Groupe d'étude Nielsen — Conseil des sciences: L'attaque dont le Conseil des sciences a fait l'objet le printemps dernier et cet été constitue un exemple de l'action dissimulée et potentiellement destructrice du Groupe d'étude Nielsen. Selon un certain nombre de journaux, une lutte bureaucratique entre le Conseil et le Ministère d'Etat aux Sciences et à la Technologie compliquait cette opération

de réduction budgétaire. Quoi qu'il en soit, sans que les représentants du professorat ne soient guère ni en rien consultés, le budget du Conseil des sciences a été coupé de presque la moitié, des programmes ont été éliminés et des employés ont été licenciés. Le gouvernement a aussi proposé d'éliminer le caractère indépendant du Conseil, ce qui a semble signifier aux yeux de certains scientifiques que le gouvernement ne voulait pas recevoir d'avis de source indépendante. Le gouvernement a fini par revenir sur cette proposition, mais il y a lieu de se demander dans quelle mesure le Conseil sera vraiment indépendant maintenant qu'il est diminué.

Comité parlementaire — droit d'auteur: Le Pr Allan R. Sharp, Vice-Président (Affaires externes) et le Secrétaire général ont témoigné devant le comité parlementaire qui examine la loi sur le droit d'auteur. L'examen de la loi est un des grands points toujours au programme d'Ottawa. Des changements et des examens imminents sont annoncés presque chaque année depuis que je suis à Ottawa pour disparaître ensuite comme les neiges hivernales. La présente tentative, cependant, semble plus susceptible d'aboutir à des résultats que les autres. L'ACPU s'est jointe à ses alliés de l'ACPR pour présenter un exposé collectif de vues au comité afin de voir à ce que les droits des créateurs soient protégés dans une nouvelle loi. M. Jim Edwards a paru particulièrement intéressé par les problèmes des créateurs universitaires à cet égard.

Comité du Sénat — jeunesse: L'ACPU a présenté un mémoire et témoigné devant le Comité de la jeunesse du Sénat. Le mémoire a insisté sur l'importance de l'accessibilité des universités pour les jeunes capables et désireux de faire des études universitaires. Il a aussi souligné avec vigueur qu'il faut maintenir et accroître la qualité.

Comité parlementaire — droits à l'égalité: Le printemps dernier, le ministre de la Justice a déposé un document gris sur les droits à l'égalité de la Charte que le gouvernement fédéral désirait garder en veilleuse au lieu d'édicter. L'ACPU a présenté un mémoire sur certains des points dont elle a déjà saisi le gouvernement fédéral. L'un d'eux consiste dans le paiement de pensions mensuelles égales aux hommes et aux femmes que le ministre des Finances a promis d'instituer au cours du débat sur le budget.

Emploi d'été des étudiants: Sur la fin de juillet, la Fédération des étudiants du Canada a tenu une conférence de presse afin de protester contre le chômage élevé chez les étudiants. L'ACPU a écrit au ministre Flora MacDonald pour déplorer la chose et pour demander un examen rapide de Défi 85 à l'automne afin qu'un programme adéquat et bien annoncé soit mis sur pied au bénéfice de la collectivité universitaire.

Étudiants étrangers: L'ACPU a exhorté le comité parlementaire qui étudie divers aspects de la politique extérieure du Canada à se pencher sur la question des étudiants étrangers une fois qu'il en aura fini de choses plus spectaculaires telles que le libre-échange et la Guerre des étoiles.

Ministre des Finances: Au cours de l'été, des informations manifestement inspirées par le Ministère des Finances ont commencé à paraître dans les journaux du pays, informations selon lesquelles l'Indice des prix à la consommation n'était plus un bon indice aux fins du gouvernement fédéral et devrait être minoré. Il était clair que le Ministère, ayant ignominieusement perdu la bataille des pensions en juin, cherait récupérer d'une autre façon une partie des fonds. M. Leonard Shiffrin, chroniqueur d'agence, a signalé la chose dans les journaux qui publient sa chronique. L'ACPU a écrit au ministre des Finances pour lui dire que l'Indice des prix à la consommation était un vieil et utile outil, que Statistique Canada l'examinait périodiquement sur un pied scientifique et qu'il serait scandaleux si l'Indice allait être modifié, non par Statistique Canada pour des raisons scientifiques, mais par les Finances pour des raisons politiques.

Semaine nationale des universités: Le Conseil de l'ACPU a décidé d'appuyer officiellement la Semaine nationale des universités qui aura lieu en octobre. Le Bulletin est en train de confectionner une section spéciale pour son numéro d'octobre, section que les associations locales pourront se procurer sous forme de tirés à part à remettre dans le cadre de leurs activités. D'autres activités d'ordre national et local seront annoncées dans ce numéro. L'ACPU a adopté cette décision en partie parce que les recteurs et présidents d'université sont convenus de faire servir la semaine à mettre en lumière les réalisations des universités et les difficultés auxquelles elles font face actuellement.



LUTHER COLLEGE

The University of Regina
Regina, Saskatchewan, Canada

Luther College, a federated college of the University of Regina and a member of A.U.C.C., invites applications for possible (tenure track) appointments in the following areas:

French: comb. with linguistics/or Latin/or classics helpful
Geography: physical or human; management of resources
History: Renaissance and Reformation
Music: Organ performance; general theory and history

Time of Appointment: At least two of the above positions will be filled effective July 1, 1986 (subject to budgetary conditions).

Qualifications: Ph.D. or equivalent preferred; breadth of interest an asset.

Primary assignment: teaching undergraduates in introductory classes as well as in concentration area. Other duties in accordance with College goals. Ongoing research. Salary and rank: Commensurate with qualifications and experience.

Salary floors: Lecturer \$22,195.
Assistant Professor \$25,934.
Associate Professor \$33,914.
Professor and other benefits

For Information: The general objective of Luther College is stated in the words: "Quality liberal education in a Christian context." The special mandate given a federated college by the University of Regina is to provide a small college atmosphere within the larger university and to assist the University in its task of reflecting on values. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Applications including curriculum vitae and the names of three references are to be sent to Dr. Roland E. Miller, Academic Dean, Luther College, University of Regina, Regina, Saskatchewan, Canada S4S 0A2. Closing date for receipt of application: date when positions are filled.



The University of Manitoba

HEAD
DEPARTMENT OF APPLIED MATHEMATICS

Applications are invited for the position of head of the department of applied mathematics. In the Faculty of Science, the department has major programs and a joint honours program with statistics; a graduate program is envisaged. The department is also responsible for all mathematics service teaching, including graduate courses, in the Faculty of Engineering.

The university wishes to attract to the position a person with leadership qualities who is an established researcher with a Ph.D. or the equivalent, preferably active in one of the newer fields of applied mathematics.

Headship terms in the Faculty of Science are normally for a period of five years. Salary negotiable depending on qualifications and experience.

Applications should be received by September 30, 1985, and the appointment will take effect July 1, 1986.

The university encourages both women and men to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Applications should be sent to: C.C. Bigelow, Dean, Faculty of Science, 250 Machray Hall, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

IN/PRINTS (Information was supplied by the publisher.)

SCHOLARSHIP GUIDE FOR COMMONWEALTH POSTGRADUATE STUDENTS: 1985-87, The Association of Commonwealth Universities, London, 6th ed., 1984. A compilation of scholarships, grants, loans, assistantships, etc. available to those Commonwealth graduates who wish to undertake postgraduate study or research at a Commonwealth university outside their native country.

REBIRTH, REFORM AND RESILIENCE: Universities In Transition 1300-1700, ed. by James M. Kittelson and Pamela J. Transue, Ohio State University Press, Columbus, 1984. Eleven original essays which treat the history of universities from the late Middle Ages, through the Reformation, suggesting that the university is one of the few institutions that medieval Latin Christendom contributed directly to modern Western civilization. James Kittelson teaches at Ohio State University. Pamela Transue is special assistant to the President of the University of Washington.

COUNCIL OF ONTARIO UNIVERSITIES

CONSEIL DES UNIVERSITÉS
DE L'ONTARIO

Executive Vice-Chairman, Ontario
Council on Graduate Studies

Applications are invited for the position of Executive Vice-Chairman of the Ontario Council on Graduate Studies (OCGS). The Executive Vice-Chairman is responsible to OCGS (and hence to COU) for the supervision and administration of the OCGS secretariat, the conduct of graduate programme appraisals, co-operating with the COU secretariat in the preparation of reports, and undertaking other activities relating to graduate studies as may be assigned.

Applicants should have experience with graduate studies at a university in Ontario, preferably both academic and administrative. The initial period of appointment for this full-time position will be for three years commencing 1 July 1986.

Please send curriculum vitae and names of three referees to:

Dr. E.J. Monehan
Executive Director
Council of Ontario Universities
130 St. George Street, Suite 8039
Toronto, Ontario M5S 2T4
(416) 979-2165

Closing date for applications: 31 October 1985



Lobbyist's notebook

by Donald C. Savage

Nielsen Task Force on Universities: The Deputy Prime Minister has set up a Study Team on federal funding of the universities. It is headed by Ben Wilson who for a number of years was the Deputy Minister in the Ministry of Colleges and Universities in Ontario. Father Guindon, former Rector of the University of Ottawa has also been appointed. The other members are: Fred Schindeler, former Political Science Professor, York University; Peter Pirt, Ministry of Science and Technology; Kerry Johnston, Secretary of State's Department; and Nancy Kenyon, Department of Finance.

Although the terms of reference were not available at the time of writing, it appears that the study team is to review in three months federal policies in regard to EPF, research funding, student aid, the military colleges, native postsecondary education, and any other areas where the federal government currently has responsibilities.

CAUT met with Mr. Wilson in his first day on the job and reviewed CAUT policies with him. CAUT urged that a practising university researcher be added to the team. CAUT intends to make a formal presentation to the Study Team. It is likely that the government will try to persuade the Study Team to sanctify the recommendation of the Minister of Finance to cut substantial funds from the transfer payments to the provinces. The University community will have to muster all its strength to ensure that the view of the university community is effectively put before the Study Team and the Cabinet.

Nielsen Task Force - Science Council: One example of the secretive and potentially destructive work of the Nielsen Task Force was the attack this spring and summer on the Science Council. It was suggested by a number of newspapers that this budget cutting operation was complicated by a bureaucratic struggle between the Council and the Ministry of State Science and Technology. In any event with little or no consultation with the representatives of the profession, the budget of the Science Council was cut almost in half, programs were eliminated and staff laid off. The government also proposed to eliminate the independent standing of the Council - a move that seemed to some scientists to suggest that it did not want independent advice. Eventually the government backed off that proposal but it is questionable how much real independence the Council will have in its reduced circumstances.

Parliamentary Committee - Copyright: Prof. Allan R. Sharp, Vice-President (External) and I testified to the parliamentary committee which is reviewing the Copyright Act. Review of the Copyright Act is one of the great staples of the Ottawa agenda. Impending changes and reviews have been announced almost every year since I came to Ottawa and then have disappeared like the winter's snows. However, this attempt seems more likely than others to

produce some results. CAUT joined with its allies in AC-TRA to put a joint case to the committee to ensure that the rights of creators would be protected in any new legislation. Committee member Jim Edwards seemed particularly interested in the problems of university creators in this area.

Senate committee on Youth: CAUT has submitted a brief and will testify to the Senate Committee on Youth. The brief stresses the importance of accessibility to universities for young people who are qualified and wish to go. It also strongly emphasizes that quality must be maintained and improved.

Parliamentary committee - equality rights: The Minister of Justice last spring tabled a grey paper on those equality rights under the Charter which the federal government wished to tip-toe around rather than legislate. CAUT has submitted a brief on certain of those areas where CAUT has already addressed the federal government. One of these is equal monthly pension payouts for men and women which the Minister of Finance promised to introduce when he spoke in the budget debate.

Student summer employment: In late July the Canadian Federation of Students held a press conference to protest the high level of student unemployment. CAUT wrote the Minister, Flora MacDonald, to express concern about the unemployment figures and to request a speedy review of Challenge 85 in the fall so that an adequate program could be put in place with good notice for the university community.

Foreign studies: CAUT urged the parliamentary committee which is studying various aspects of Canada's foreign policy to address the question of foreign students once they have dealt with the more spectacular items such as free trade and Star Wars.

The Minister of Finance: During the summer stories obviously inspired by the Department of Finance began to appear in Canadian newspapers to suggest that the CPI was no longer an adequate index figure for the purposes of the federal government and should be revised downwards. It was clear that the Department having ignominiously lost the battle over pensions in June was trying to recoup some of the money by the back door. Leonard Shiffrin, a syndicated columnist, pointed this out in the newspapers which subscribe to his column. CAUT wrote to the Minister of Finance, stating that the CPI was a long-standing and useful tool, that it was periodically revised by Statistics Canada on a scientific basis, and that it would be outrageous if the CPI index were to be altered, not by Statistics Canada for valid scientific reasons, but by Finance for political reasons.

National Universities Week: The CAUT Council decided officially to support National Universities Week which will be taking place in October. A special section is being prepared for the October issue of the *CAUT Bulletin* which will be available to local associations as reprints for handouts in their activities. Other activities at the national and local level will be announced in that issue. CAUT made this decision, in part, because the university presidents agreed that the week would be used to highlight both the achievements of the universities and the difficulties they currently face.

Co-ordinator, Accounting/Finance

Athabasca University, a publicly funded institution specializing in distance education, has a newly created tenure track position available in accounting and/or finance.

Qualifications: A senior degree in accounting or finance (Ph.D. preferred but a masters degree with appropriate teaching and/or professional experience and a professional designation will be strongly considered); proven writing skills; strong research interests; and three to five years teaching and/or professional experience.

Duties: We are seeking an innovative academic to coordinate the development and delivery of senior level credit courses for home study. The candidate will be expected to conduct disciplinary research as well as become involved in university committee work.

Located 145 kilometers north of Edmonton in the town of Athabasca, the university is housed in a recently completed complex. The town's proximity to Edmonton gives its citizens all the advantages of country living while still having access to the facilities of a modern urban centre.

Salary Range: Dependent upon qualifications.

Please submit curriculum vitae and the names of three references by September 30, 1985 to:

Gloria Steel, Recruitment/Training Co-ordinator, Athabasca University, Box 10,000, Athabasca, Alberta, T0G 2R0

Athabasca University

HARRIET IRVING LIBRARY UNIVERSITY OF NEW BRUNSWICK

ASSOCIATE UNIVERSITY LIBRARIAN

The UNIVERSITY OF NEW BRUNSWICK, Fredericton, invites applications for this senior administrative position, to open. Incumbent reports directly to the University Librarian and serves as Deputy Librarian as required. Working closely with the Heads of Public Services, Technical Services and Collections Development, assists the University Librarian in system-wide planning including budgeting and allocation of resources. Advises the other members of the Librarian's Advisory Group in developing and implementing goals, objectives, policies and procedures for the University Library systems; assists in adjusting goals and objectives to changing conditions and devises methods of measuring success in meeting them. Oversees preparation of statistical and other reports. Responsible to the University Librarian for the library's automation activities, including the operation and maintenance of existing systems and future development towards a fully integrated computerized library system. Is responsible for liaison between the Library and the University Computing Centre. Shares with the University Librarian the management of personnel services within the University Library system and directly supervises support staff providing Administrative Services. Responsible for development and administration of grant proposals. Serves as a member of the Library Board and on such Library and/or University Committees as appropriate.

The UNB Libraries comprise almost 2 million volumes, 3 branches and a staff establishment of 104 FTE (including 25 professional librarians). The Library serves a university community of over 7,000 and some 2,000 extra mural readers.

QUALIFICATIONS: An appropriate combination of relevant education and progressively responsible experience, preferably in an automated library system. **APPLICATIONS with full résumé, citing salary history and references are to be sent by November 1, 1985 to:** Sheila M. Laidlaw, University Librarian, University of New Brunswick, P.O. Box 7500, Fredericton, N.B., E3B 5H5.

In accordance with Canadian Immigration requirements, priority must be given to Canadian citizens and permanent residents of Canada.



University of Alberta

THE MACTAGGART FELLOWSHIPS

The Mactaggart Fellowships have recently been established by the University of Alberta to support promising Canadian junior academics in the humanities and social sciences. The Fellowship offers an opportunity for junior academics to develop further their research skills and record of accomplishments while maintaining their commitment to teaching. Four Fellows may be appointed this year.

The Fellowship offers financial remuneration at the level of the assistant professorship and provides for a removal allowance and the usual benefits. Initial appointment is for three years with the possibility of a two-year reappointment.

Academics in the humanities and social sciences, and in related applied fields, who are fully qualified for junior assistant professorships, are eligible to apply. The related fields include the following: business, education, home economics, law, library science, nursing, and physical education. The competition is open to both men and women who are Canadian citizens or permanent residents in Canada.

Applications must be received by November 30, 1985 and should include the following:

- ☐ a brief description of the proposed area of research
- ☐ the names of three persons whom you have asked to forward recommendations on your behalf
- ☐ a curriculum vitae
- ☐ copies of one or more recent publications

Applications should be sent to:

Dr. A.G. Konrad, Chairman
Mactaggart Fellowship Committee
Rm. 252, Athabasca Hall
The University of Alberta
Edmonton, Alberta, T6G 2E8

Fellows will be notified by March 1, 1986 with the appointments to be effective on July 1, 1986.

NOTICEBOARD Tableau d'annonces

27TH ANNUAL CONFERENCE OF THE ONTARIO EDUCATIONAL RESEARCH COUNCIL will be held December 6 and 7, 1985, Royal York Hotel, Toronto. 25 research papers will be presented on a wide variety of educational topics ranging from pre-school to post-secondary graduate studies, and will be of interest to anyone concerned with educational research and its implications for practice. Issues and questions are discussed rather than papers merely read. Keynote speaker is Dr. George Postlebrac, Deputy Minister of Education, Ontario, speaking on "research in the service of our youth". For further details, contact Mr. E. Deschênes, 1260 Bay St., Toronto M5R 2B1 —

Telephone: 416-923-3061. Registration Fee: \$75.00. **AMSTERDAM** — Canadian scholars are prominent in an international Conference on Argumentation scheduled for June 3-5, 1986 in Amsterdam. Douglas Walton of the University of Winnipeg is a keynote speaker, and John Woods who is also President of the University of Lehigh, will read a paper. Anthony Blair of the University of Windsor has been named to the planning committee, one of two members from North America. The conference is interdisciplinary, involving papers from fields as varied as linguistics, philosophy, psychology, sociology, and speech communications. Papers may be general, on

methodological issues, or on such specific topics as fallacies or argumentation in law or politics. Any scholars interested in being on the program should send an abstract (in English) by December 15, 1985 to: Franciska Jungstager, Institut voor Nieuwlandse Studies, Spuistraat 134, 1012 VB AMSTERDAM, The Netherlands, or contact Anthony Blair, Department of Philosophy, University of Windsor, Windsor, Ont. N9B 3P4. **ANNOUNCEMENT: First Canadian Symposium on the Organic Dementias, June 24, 1986.** Original papers on both clinical and basic investigations of Alzheimer's Disease and related dementias will be presented by researchers from Canada, the United States, and Great Britain. This satellite Conference immediately precedes the annual Canadian Congress of Neurological Sciences, also being held in London, Ontario, June 25-28. For further information and registration, contact Dr. M. J. Ball, Department of Pathology, University of Western Ontario, London, Ontario, N6A 5C1 Canada. Telephone: (519) 663-3364.

WASA: The 27th Annual Conference of WASA: The Western Association of Sociology and Anthropology will be held in Thunder Bay, Ontario, February 12-15, 1986. The theme is "Social Relations in Resource Hinterlands". As is usual at WASA, there will be a number of plenary and theme sessions relating to the theme but non-related sessions are most welcome. Persons wishing to organize sessions or who have papers or ideas for papers should contact Dr. Jan Mayer, Department of Sociology, Lakehead University, Thunder Bay, Ontario, P7B 5E1. The City of Thunder Bay numbers about 120,000 people. Its main industries involve shipping and pulp and paper. It is also one of the leading ski areas in Canada. The department of sociology maintains the only WASA programme between Winnipeg and southern Ontario.

The Canadian Society for the Study of Higher Education has its theme for the 1986 annual conference (20 March to 22 March 1986): "Postsecondary Education: The Cultural Agenda". The conference agenda

will deal with both universities and community colleges, and will consider such issues as the contemporary status of literacy, general education, bilingualism and the place of the arts in postsecondary institutions. Proposals for papers are invited, and should be received by 15 October 1985. The CSSHE meets in conjunction with the Learned Societies: the 1986 conference site is Winnipeg. Further information from: Terence Gregor, Faculty of Graduate Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

La conférence annuelle 1986 de la Société canadienne pour l'étude de l'enseignement supérieur, en conjonction avec les Sociétés savantes, aura lieu le 30 mai et le 1er juin 1986 à Winnipeg. Le thème de cette conférence est "L'éducation postsecondaire: l'agenda culturel". Il vise les universités et les collèges communautaires. La conférence traitera les points suivants: le statut contemporain d'alphabétisation; l'éducation générale; les anglicismes; et le place des arts dans les institutions postsecondaires. Vous êtes invités à soumettre des projets d'ici le 15 octobre 1985. Pour obtenir de plus amples renseignements, veuillez vous adresser à M. Alexander Gregor, Faculté des Études Supérieures, Université du Manitoba, Winnipeg (Manitoba) R3T 2N2.

Physicians for Social Responsibility announces the publication of Nuclear War: The Search For Solutions, the proceedings of an international conference on nuclear war held at the University of British Columbia, October 19-21, 1984. Included are 21 presentations by leading authorities in the field. Among them: Richard P. Turco, lead author of the TTAPS report "The Nuclear Winter"; Rear Admiral Eugene Carroll Jr., Deputy Director, the Centre for Defense Information, Washington D.C.; Professor Marai E. Varianyan, the Academy of Sciences, USSR. The 350 page volume is available for \$10.00 from Physicians for Social Responsibility, Box 35426, Station E, Vancouver, B.C. V6M 4G8.

KKK in Canada

**White Hoods:
Canada's Ku Klux Klan**
by
Julian Sher
Vancouver
New Star Books, 1983

by David Flynn

This history of the Ku Klux Klan in Canada is a fine source of information to help explain why extreme right wing social movements appear and reappear, and how society can keep them under control. Julian Sher suggests several explanations but there is enough detail in this well written book to test other theories as well.

Sher demonstrates that both in the United States and in Canada the Klan was most active during economic slumps, when it had the support of people in power, and during periods of high immigration. It lost power each time through a combination of external opposition and internal squabbles.

The Chief

The Klan certainly had powerful allies when it came to Western Canada in the 1920s. The Conservative Party in Saskatchewan, including John Diefenbaker, supported Klan leaders and used an anti-French and anti-Catholic platform to defeat the Liberals in 1925. Oddly enough, the Ku Klux Klan had collapsed by the middle of the 1930s when the Depression was at its worst. Sher credits the collapse to several factors, including rivalries and scandals among Klan leaders.

Another explanation for the rise and fall of the Klan in the West is to view it as a regional solidarity movement which appeared in response to the hard times. A characteristic of some solidarity movements is the use of scapegoats, weaker victims, who are blamed for misfortune. The CCF and Social Credit Parties can be seen as broader-based movements which displaced the KKK by putting the blame on policies of the Federal government.

Revival

As the recession of the 1970s deepened into the depression of the 1980s the Canadian Ku Klux Klan emerged again. Branches were established in urban neighborhoods where unemployment was high and in rural areas where farmers were losing their land. The actual strength of the Klan ranged from perhaps 50 hardcore members to 300 "associate members" who indirectly supported the activities. Some members resembled Ernst Zundel, recently convicted for spreading false news about the Holocaust. Many had less than high school graduation. Finally, there were the "hard-core bigots," the 10 percent of the population who gave acquiescent support to Klan statements.

But an aroused public fought back, with

neighborhood demonstrations, with local zoning legislation, with letters to the editor. In B.C., after the fire-bombing of several East Indian houses in 1981, a strong counter-movement finally forced the Social Credit government to "study the Klan in B.C. and the effectiveness of the province's existing human rights code." Two years later the government abolished the Human Rights Commission. And then, as in the past, the Klan destroyed itself. Its leader, Alexander McQuirter, along with other members, was jailed for conspiracy to overthrow the government of Dominica.

Media's role

Sher blames the media for magnifying the activities of the few extreme bigots represented by the Klan. There has been similar criticism of the publicity given to Zundel and James Keegstra. It seems, however, that in the long run, the publicity leads to public backlash.

Sher has an entire chapter on the inability of the legal code to control hate organizations. He implies that sometimes governments avoid passing legislation which might control Klan activities because the government itself secretly sympathizes with the Klan message. The two recent examples of the Zundel and Keegstra trials seem to show that effective anti-hate laws exist if Canada chooses to use them.

In spite of journalist Sher's disclaimers that this is not an academic study, his use of theses, his consultations with academics, and his own research using both secondary data and interviews, gives his book an aura of accuracy and fairness. Each chapter is well end-noted. In addition he has the journalistic knack for presenting complex arguments clearly.

KKK vs. academe

Do recent attacks on Universities and their faculties show that we might become scapegoats? The Ku Klux Klan, at least, seems to prefer as victims the less powerful and the less established. People such as Keegstra, drape their arguments in pseudo-academic language. Conversely, academics can undercut the kind of paranoia which breeds support for the Klan, by pointing out the real causes and cures for social and economic problems. We can continue to fight actions, such as higher fees for foreign students, which discriminate.

Sher shows us that groups such as the Ku Klux Klan can never be totally destroyed, nor can we eliminate bigotry. His message is that one cannot depend upon government and its laws to control racist groups. Only alert, organized groups of concerned citizens can do that. Social and political movements based upon violence will destroy themselves, eventually. The Holocaust demonstrates what can happen in the meantime.

Les résumés des articles de ce numero sont traduits

Résumé

Translated summaries of stories in this issue

Les réunions de 1988 des Sociétés savantes n'auront pas lieu à l'Université Memorial comme il était prévu. L'Université a retiré son invitation à tenir les réunions chez elle cet été après que plusieurs groupements membres eurent exprimé de graves inquiétudes touchant sa situation d'université sous la censure. Le président et le conseil des régents de l'Université Memorial ont été frappés de la censure par le Conseil de l'ACPU en 1981 pour des faits se rattachant au non-renouvellement du contrat d'un professeur de son Ecole de services social. Voir Memorial withdraws its invitation to host Learned's/2.

L'Association canadienne des professeurs d'université saisit les tribunaux de la question de la retraite obligatoire afin de déterminer si cette vieille pratique viole la Charte des droits et libertés et, dans le cas de l'affirmative, si la Charte s'applique aux universités. L'ACPU a décidé de parrainer une seule affaire-test, soit celle du Pr Bernard Blishen, du département de sociologie de l'Université York. Le Pr Blishen, qui aura 66 ans en septembre, a été mis à la retraite par l'administration de l'université le 1er juillet même s'il a exprimé le désir de demeurer professeur à plein temps. Il a saisi de l'affaire le Comité de la permanence étudiante et de la liberté de l'emploi de l'ACPU qui l'a choisi parmi plusieurs autres affaires de retraite obligatoire pour la soumettre aux tribunaux à titre de test. Voir CAUT tests mandatory retirement/3.

Dans le compte rendu d'une entrevue avec le ministre ontenarien des Collèges et Universités, M. Gregory Sorbara, le directeur général de l'UAPUO, M. Howard Feinstein, dit que le nouveau gouvernement libéral pourrait bien revenir sur sa promesse d'augmenter le financement des universités de la province. Il fait aussi état de l'intérêt particulier que le ministre

porte à la question de la retraite obligatoire et de celle de l'action positive. Voir Ontario Liberal govt. risks alienating Universities/9.

Two professors from l'Université du Québec à Montréal examine the job/role of university professors as teachers, researchers and contributors to the social well-being of the community. The authors comment critically on certain analytical models used by the Quebec government to rationalize the professor's role. They contend that the three aspects of the professional job/role are closely interconnected, and press for a realistic assessment of that role. The two-part article begins here and concludes in the October issue. See La tâche des professeurs: un modèle d'analyse/11.

Le principal de Queen's David C. Smith rapproche des questions connexes à la mission des universités et discutées à un colloque tenu à ce propos à Queen's: les fonctions interdépendantes de l'enseignement et de la recherche, le besoin d'ouverture des universités aux idées et aux gens, la nécessité d'être attentives aux questions et aux besoins de la société. Se fondant sur son expérience à Queen's, M. Smith estime que la décentralisation, la liberté de la recherche intellectuelle et l'harmonisation des relations entre groupes constituent les trois éléments les plus importants d'une université. Voir David C. Smith: on the mission of the university/13.

Après deux années de planification, les autorités de l'Université Harvard ont annoncé en 1979 qu'elles lanceraient la plus grande campagne financière que jamais afin de recueillir 250 millions. Cet objectif a été atteint de 100 millions en 1982. Aujourd'hui, la campagne de dépense de l'Université a dépassé d'au moins six millions ses espérances les plus optimistes. Comment y est-elle parvenue? Voir Harvard staff world's best-oiled panhandlers/15.

Reading & Writing

Richard Bellaire/CAUT

Nothing new here, but a good read

The book *The Canadians*, by former New York Times Canadian correspondent Malcolm Taylor, raises both specific questions about the author's view of Canada and Canadians, and general questions about any attempt to present a "picture" of country and its people.

Taylor obviously travelled a good deal within Canada and talked to many Canadians. His portraits of individual Canadians are interesting because of where the people live, what they do, or who they are.

However, and this is a very big however, do these individual portraits come together to give a general picture of Canadians? The larger question is whether there is any general "Canadian" about which something meaningful can be said?

Many, if not most, of Taylor's specific portraits are people living in unusual circumstances. For example, much of his book is concerned in one way or another with the Canadian North. His section on Geography is concerned exclusively with the north — its climate, geography, and the interaction of the people with the climate and the geography. Again, this section is interesting because the north is interesting, but the north is only a small part of Canada.

The same pattern is followed in the section on People. Many of the people are those living either in the north or in isolated, small rural communities in the south. One is sometimes left with the impression that almost no one in Canada lives in large cities, works in an urban environment, or resides in apartments.

The sections on the economy and the relation between Canada and the United States are not bad, but much of it is fairly standard analysis emphasizing the relative importance of each country to the other. The author does present an interesting view of Canada's impact on the United States, both culturally (various Canadian actors, directors, etc.), and financially with the recent real estate deals by Canadians in the U.S.

The biggest problem with a book such as this is to determine whether comments about Canadians are anything more than stereotypes. Is, for example, the lower crime rate in Canada the result of Canadians being more law-abiding, or is it a function of urbanization, gun laws and differing racial histories? But the question then can be asked if the different gun laws are themselves the result of Canadians being different from Americans.

The bottom line for such a book is does it tell us anything really new or innovative or dramatic about ourselves as Canadians? Though the answer is no, the book is still a good read, and interesting for the portraits of individual Canadians it presents.

BLÂMÉ...I

de se syndiquer en vertu du code du travail. Cependant, les professeurs de l'Université de la Colombie-Britannique disposent d'un régime spécial qui régit les ententes contractuelles avec le patronat. Une convention sur les conditions de la nomination, négociée en vertu du régime spécial, prévoit certaines dispositions sur l'excédent d'enseignement et la nécessité financière. Toutefois, le bureau des gouverneurs doit négocier avec l'association des professeurs les règles et les critères utilisés pour mettre fin aux nominations des professeurs. En fait, des négociations étaient en cours depuis plus de deux ans lorsqu'elles ont été rompues en avril.

Il y a un an, alors que les deux parties négociaient encore, il avait été convenu de mettre en application l'une des dispositions provisoires afin de permettre à un comité consultatif d'examiner la situation financière de l'université. A l'époque, le comité consultatif n'a pu confirmer l'existence d'une nécessité financière.

De nombreux membres de l'association des professeurs ont depuis mis en doute l'obtention de mêmes résultats si on avait de nouveau fait appel au comité consultatif en juin dernier. De l'avis du président de l'association, s'il existe vraiment une nécessité financière, il est fort peu probable que le renvoi de douze professeurs ait réglé des problèmes financiers de cette envergure.

En réalité, le bureau des gouverneurs a choisi de ne pas imposer de politique sur la nécessité financière parce qu'il aurait fallu que les livres comptables soient examinés. Il a plutôt opté pour la politique sur l'excédent d'enseignement qui n'a jamais fait l'objet de négociation avec l'association des professeurs. Elle découle manifestement de décisions prises par l'université pour des motifs non budgétaires. Les observateurs voient en ce choix des signes indicatifs de la part de l'administration ou une répétition générale d'événements à venir. Cette nouvelle politique pourrait alors s'appliquer à tous les professeurs sans distinction. Pendant la dernière année universitaire, des rumeurs ont circulé selon lesquelles le gouvernement aurait informé le recteur sortant qu'aucune subvention ne serait accordée à moins que l'université ne congédie des professeurs permanents.

Dans le rapport qu'il a présenté à l'association des professeurs, M. Mindess a signalé que l'administration avait indiqué en mai la nécessité d'imposer d'importantes compressions budgétaires aux facultés des arts, de médecine et de sciences appliquées sans toutefois préciser quels programmes seraient touchés. Selon lui, en vertu de la nouvelle politique sur l'excédent d'enseignement, tous les professeurs pourraient se voir congédier par un vote majoritaire du sénat et du bureau des gouverneurs. Ils ne pourraient faire appel d'une décision et risqueraient de ne pas être rappelés. Lors de

l'assemblée générale de l'association, on a soutenu que, sans la détermination obstinée du doyen de la faculté des arts, les professeurs qui y enseignent n'auraient pas été épargnés.

Lors d'une entrevue accordée à Vaughn Palmer du *Vancouver Sun* en juillet, Pat McGeer, ministre responsable des universités, s'est attaqué à l'Université de la Colombie-Britannique. Il a confié à Palmer qu'un gros projet était en vue visant à développer l'enseignement scientifique et technologique dans la province. L'université de la Colombie-Britannique, a-t-il affirmé, ne se trouve pas nantie au projet qui consiste plutôt à créer un nouvel établissement sur le modèle de l'Université de Waterloo. Au début de l'année, les professeurs de l'Université de la Colombie-Britannique avaient demandé la démission de M. McGeer.

Le gouvernement de la Colombie-Britannique s'est également attaqué à l'université en prétendant que le rapport étudiants-professeur était plus élevé que celui des autres universités canadiennes. Les statistiques du gouvernement montrent toutefois qu'il ne diffère pas de celui de l'Université de la Saskatchewan. D'après les chiffres de l'ACPU, le rapport à l'Université de la Colombie-Britannique est beaucoup plus élevé que celui de l'Université de Dalhousie et que ceux des universités de la Ivy League aux États-Unis.

Depuis plusieurs années, M. McGeer préconise l'idée de transformer l'Université de la Colombie-Britannique selon le modèle de Princeton ou d'autres universités américaines analogues. Les données les plus récentes sur les rapports étudiants-professeur aux États-Unis datent de 1980: 9,6 à Princeton; 10,8 à Stanford; 5,6 au Cal Tech et 6,8 au MIT. Pour la même année, le rapport de l'Université de la Colombie-Britannique s'élevait à 10,6. Il a grimpé à 11,3 deux ans plus tard. Tous ces rapports se fondent sur des équivalents d'étudiants à plein temps.

INTERNATIONAL...I

recent actions "will strike a severe blow to the cause of higher education both in British Columbia and in Canada."

The faculty association at Queen's said the University had violated "principles of fairness and natural justice."

At the international level, the Association of University Teachers in Great Britain said it was "appalled" by UBC's actions and urged that they be rescinded.

"This is a blatant attack on tenure and the academic freedom it protects," it said.

In their protest, the University of Queensland Academic Staff Association offered the view that in Australia universities "do things rather differently."

"I enclose, for example, a copy of this University's Statute 14.7, which reveals the very great precautions

associated with redundancy terminations."

In the U.S., the American Association of University Professors warned that the "administrative actions will surely diminish the quality of the university and damage its reputation here as well as in Canada." H.B.

DISMISSED...I

rather, it opted for one of redundancy. Such a policy, which has never been negotiated with the faculty association, clearly relates to academic decisions taken for non-budgetary reasons. Observers see in this choice either signs of vindictiveness on the part of the Administration or a dress rehearsal of things to come, in which case the new policy could be applied to any individual faculty member. There had been widespread rumours on the campus during the last academic year that the government had informed the outgoing president that there would be no substantial support for UBC unless it fired tenured professors.

In his report to the faculty Prof. Mindess noted that the administration had indicated in May that large sums of money should be cut from the faculties of Arts, Medicine and Applied Science without stating where the cuts would be made. Under the newly imposed policy of redundancy, he said, any individual could now be fingered by majority rule in the Senate and the Board of Governors, with no significant appeal mechanisms and an illusory system of recall. It was stated from the floor at the Association's general meeting that only the absolute recalcitrance of the Dean of Arts had prevented the purge from extending to that faculty.

Later in July, in an interview with Vaughn Palmer of the *Vancouver Sun*, Pat McGeer, the Minister responsible for universities, launched an attack on the University of British Columbia. Dr. McGeer announced to Palmer that "a big plan is in the works" to expand scientific and technological education in British Columbia. The plan, he said, would not involve the University of British Columbia, but would concern the creation of a new institution modelled after the University of Waterloo. Earlier this year, the faculty at UBC had called for the resignation of Dr. McGeer.

The government of British Columbia has also attacked UBC by claiming that its faculty/student ratio is out of line with other Canadian universities. The government's own figures show, however, that it is no different in this regard from the University of Saskatchewan. Figures released by the CAUT show that the UBC ratio is considerably higher than that at Dalhousie University and those of the Ivy League universities in the United States.

It has been one of the features of Dr. McGeer's rhetoric over the past several years that UBC should be

modelled on Princeton and other similar American institutions. The most recent figures on American faculty/student ratios are for 1980: Princeton 9.6, Stanford 10.8, Cal Tech, 5.6, and MIT 6.8. In the same year, the ratio for UBC was 10.6. It rose to 11.3 two years later. All figures are based on full time equivalent student ratios.

IN/PRINTS (Information was supplied by the publisher.)

THE WESTERN UNIVERSITY ON TRIAL, ed. by John W. Chapman, University of California Press, 1983. Eighteen scholars and scientists from various disciplines reflect on the plight of the Western university. The book includes philosophical reflections on the nature of the University and analyses of threats to its autonomy and efficiency. The author teaches at the University of Pittsburgh.

GRAMMAR TO GO! An Informal Guide To Correct Usage, (revised ed.), Rob Colter, Annals, Toronto, 1981. A selection of common stylistic errors and their solutions, from inappropriate euphemisms to "no-nos" such as "consensus of opinion." Rob Colter teaches at Seneca College, Toronto.

CAUT Academic Freedom and Tenure Committee TERMS OF REFERENCE FOR UBC COMMITTEE OF INQUIRY

To examine the circumstances surrounding the actions of the administration, Senate and Board of Governors of the University of British Columbia which led to the termination of the appointments of tenured and untenured faculty members;

To determine whether the procedures used to formulate, approve and implement the policy under which the appointments were terminated were fair and appropriate in the circumstances, having in mind the standards established in CAUT policy statements on financial exigency and program redundancy, the provisions of the Agreement on the Framework for Collective Bargaining and the provisions of the Agreement on Conditions of Appointment between the UBC Faculty Association and the University;

To determine whether those persons whose appointments have been terminated were treated fairly and in accordance with the principles of natural justice and, if they were not, to indicate in what way they were disadvantaged;

To make, in confidence to the Academic Freedom and Tenure Committee, any recommendations thought to be appropriate for the resolution of the dispute.

Approved by CAUT Academic Freedom and Tenure Committee.
Ottawa, July 20, 1985



UNIVERSITY OF GUELPH

Director of Office for Educational Practice

Applications and nominations are invited for the position of Director of the Office for Educational Practice at the University of Guelph.

The Office offers a wide range of instructional development programs which address the perceived needs of faculty and encourage the development and use of innovative instructional methodology. The Office is responsible for the enhancement of the classroom environment and for the management and development of instructional support systems including the application of audiovisual and information technology. Involvement in research relevant to teaching and learning issues is also a responsibility of the Office. The Office has an annual budget of about \$1,000,000 and employs approximately 30 staff members.

The appointee will hold an academic administrative appointment for a five-year renewable term and, in addition, will hold an academic appointment in an appropriate department. Candidates will be expected to have university-level teaching experience. Relevant experience in instructional development and a working knowledge of educational methodology and technologies, including information technology will be essential.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations should be submitted to Dr. H.C. Clark, Vice President Academic, University of Guelph, Guelph, Ontario, N1G 2W1 and should be received no later than November 1, 1985. The appointment will become effective as soon as possible after November 1, 1985.



UNIVERSITY OF REGINA

Invites Applications and Nominations

For the Position of ASSOCIATE DEAN COLLEGE OF FINE ARTS

The Associate Dean administers the College of Fine Arts within the organizational framework of the Faculty of Arts. The College includes the Departments of Drama, Film and Video, Music and Visual Arts, and offers undergraduate and graduate degree programs.

Appointment: July 1, 1986.

Qualifications:

The Candidate Should:

- ☐ Have demonstrated sufficient scholarly achievement and professional competence to qualify for an appointment at the rank of full professor in the faculty of arts.
- ☐ Has the ability and interest to support and develop ongoing programs.
- ☐ Have the skills necessary to effectively communicate the interests of the college to the cultural and artistic community of Saskatchewan and beyond.
- ☐ Has demonstrated administrative and leadership capacity.

Application Deadline:

Nominations or applications, accompanied by a résumé, will be received until September 30, 1985.

Applications should be directed to:
Office of the Dean of Arts
University of Regina
Regina, Saskatchewan
S4S 0A2

First consideration will be given to those who at the time of application are legally eligible to work in Canada.

ADMINISTRATIVE POSITIONS

UNIVERSITY OF MANITOBA. Department of Clothing and Textiles. Head. Applications are invited for the position of Head, Department of Clothing and Textiles, Faculty of Human Ecology, for a 5-year term, beginning July 1, 1986. Candidates should have a Ph.D. or equivalent, plus demonstrated leadership and administrative skills. As its appointment comes with a tenure-track position in the Department, candidates should have a strong record of scholarship in a field appropriate to the marketing, consumer behavior, economic or manufacturing aspects of textiles and apparel. Experience in working with government, business or industry would be an asset. Rank and salary will be commensurate with qualifications and experience. The Department offers an undergraduate major and a master's program. The Head reports to the Dean of Human Ecology and is responsible for the management of the Department and for leadership, coordination and participation in its teaching, research and scholarship. The university encourages both women and men to apply for positions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and resumes, academic credentials, resume of professional and research experience, and names of at least three referees should be sent to: Dr. Shellee A. Brown, Dean, Faculty of Human Ecology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date for receipt of applications is November 1, 1985.

UNIVERSITY OF GUELPH. Industrial Research Professorship. The University of Guelph is seeking an established scientist with an international reputation to occupy the NSERC-Alexis Industrial Research Professorship Chair in Plant Molecular Biology. The occupant will be expected to provide leadership and to conduct research in plant molecular biology relative to plant biotechnology, and to interact with industry and government. The successful candidate is expected to be housed in the College of Biological Sciences with a cross-appointment in the Ontario Agriculture College and the Plant Biotechnology Centre. The University of Guelph notes for its institutional strengths in the agricultural and biological sciences. Faculty in eight different departments are involved in plant biotechnology research from the molecular to the applied aspects at Guelph and in over 200 faculty at the University of Waterloo through Guelph-Waterloo BioTech. The University of Guelph, with about 11,000 students, is located 50 minutes west of Toronto and within two hours drive of seven other universities. The Chair is funded under the NSERC Chair program with Altria Inc. as the industrial partner. It also carries a tenured University faculty appointment for the occupant in either Molecular Biology and Genetics or Botany in addition to the Chair salary which will be negotiated. Funds for research associates, technical staff and equipment have been included. The occupant will also be eligible for additional grants and contracts. Please send curriculum vitae, names and addresses of at least three referees, and outline of research interests to: Dr. Ken J. Kasha, Director, Plant Biotechnology Centre, Guelph-Waterloo BioTech, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Telephone 519-824-4720 Ext. 8773. Applications should be submitted as soon as possible and all qualified applicants will be considered. The University of Guelph is an equal opportunity employer, but priority will be given to Canadian citizens and permanent residents.

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CAUT will carry advertisements from censured universities at the first and second stages of censorship only. CAUT refuses ads from universities at the third stage of censorship because the Council explicitly recommends that members not take positions at an institution at this stage of censorship.

UNIVERSITY OF GUELPH, ONTARIO AGRICULTURAL COLLEGE. Department of Horticultural Science. Chairman and Professor. Nominations and applications are invited for the position of Chairman of the Department of Horticultural Science at the University of Guelph, Guelph, Ontario, Canada. The position becomes available July 1, 1986. The department offers an undergraduate major in Horticultural Science and a graduate program at the Masters and Ph.D. levels. It currently has 18 faculty and 35 graduate students. The occupant will have administrative responsibilities for the departmental program, provide leadership to the faculty and assist them in professional development; maintain liaison with other academic departments within the university, government agencies and allied industry groups to co-ordinate research and extension programs and strengthen interdisciplinary activities; actively seek and develop new research projects; and direct the departmental programs and take an active part in professional organizations. The occupant provides the opportunity to continue personal involvement in teaching, research and extension. Canadian citizens and permanent residents only. Applications will be accepted until October 31, 1985. Applicants should submit a curriculum vitae and the names of three people who may be contacted for letters of reference to: Dr. F.L. McEwen, Dean, OAC, University of Guelph, Guelph, Ontario, N1G 2W1. Tel: 519-824-4720.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department, Paediatrics; University Title: Professor and Chairman; Hospital Title: Physician-in-Chief. Qualifications required: M.D. F.R.C.P.C. or equivalent, and qualified for the rank of Professor. Nature of Duties: To direct the academic program of a large and complex department and serve as Physician-in-Chief of the Hospital for Sick Children. Salary to be negotiated. Person to whom enquiries should be sent: Dean Frederick H. Lown, University of Toronto, 100 St. George Street, Building 1, King's College Circle, Toronto, Ontario, M5S 1A8. Effective Date of Appointment: July 1, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA. The Boreal Institute for Northern Studies. Applications are invited for the position of Director, Boreal Institute for Northern Studies, University of Alberta. Applicants should be recognized active scholars in Arctic or sub-Arctic research. Preference will be given to applicants with extensive northern experience and experience in interdisciplinary programs. Exposure to international programs, and to government research and development programs, will be an asset. The Director is expected to spend about half his time as leader of a multidisciplinary institute supporting and coordinating northern research and academic programs. The other half of the Director's time is to be spent in a teaching department in the University of Alberta. Secondment arrangements from another university, government or industry will be considered. The appointment is for a period of up to five years, starting as early in 1986 as possible. Salary: negotiable according to experience. Applications and names of at least three referees should be sent to: Dr. Bahe Abu-Laban,

Associate Vice-President (Research), 33 University Hall, The University of Alberta, Edmonton, Alberta, Canada, T6G 2B9. Closing date for applications: September 30, 1985. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CROSS CANCER INSTITUTE. The University of Alberta. Division of Medical Oncology. Director. The Cross Cancer Institute, Edmonton, Alberta, and the University of Alberta. Division of Medical Oncology, University of Alberta. The Cross Cancer Institute provides centralized cancer services for Northern Alberta. Three thousand new patients are referred to the Institute each year. At present the full-time staff of the Department of Medicine consists of 10 Medical Oncologists and 7 Senior Scientists. The Department of Medicine has a strong academic base. All Medical Oncologists are involved in clinical and/or laboratory research. In addition to participating in multi-clinical trials sponsored by national and international organizations, the Department is active in local clinical research with laboratory base in the areas of drug development, tumor immunology, biologic response modifiers and experimental and clinical epidemiology. The Department of Medicine and Cancer Genetics and Carcinogenesis Program started in July 1985 involving the University of Alberta and the University of Medicine has close ties with the University of Alberta Cancer Research Unit (McCaig Research Laboratory). The Department of Medicine actively participates in the teaching of medical students and residents enrolled in University of Alberta Cancer Research Unit programs, and sponsor a residence by training program in Medical Oncology. Postdoctoral training is offered both in clinical and basic research. Interested individuals should contact: Dr. Neil MacDonald, Director, Cross Cancer Institute, 1155 University Avenue, Edmonton, Alberta, T6G 2G2. Closing Date: 30 days after publication of this issue. The Cross Cancer Institute and the University of Alberta are equal opportunity employers. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Preference will be given to non-smokers.

THE UNIVERSITY OF MANITOBA LIBRARIES. Head, Science Library. Salary: Commensurate with experience. Minimum: Assistant Librarian \$25,061. This position has a two-year probationary period. Effective Date: As soon as possible. Reporting to the Associate Director of Libraries, the incumbent is responsible for the overall operation of the Science Library including services, collection development, facilities, budget and staff. The library employs full-time staff. It houses a collection of approximately 110,000 volumes and receives over 1,400 serial subscriptions. An accredited library degree. A subject degree, preferably at a graduate level, in science, or strong academic experience at the professional level in a science library. An experience record showing progressive advancement and demonstrated senior level managerial skills is essential. Personal qualifications of judgment, initiative and resourcefulness; the proven ability to work effectively with staff and users at

Advertisements Available For Publication et Censure

L'ACPU accepte les annonces des universités frappées de la censure. L'ACPU refuse les annonces des universités à la troisième étape de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter un poste à une université qui en est à cette étape.

all levels; and knowledge of academic library public services, automated systems and collection development are also required. The successful candidate is expected to show evidence of participation in professional development and other relevant professional activities. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit nominations and applications including resume, salary expectations and the names of three referees by October 31, 1985 to: E. G. G. Ferguson, Director of Libraries, University of Manitoba, Winnipeg, Manitoba, R6N 2Z9.

UNIVERSITY OF ALBERTA. Department of Pathology. Professor and Chairman. Applications are invited for the position of Professor and Chairman, Department of Pathology, in the Faculty of Medicine at the University of Alberta. We are searching for an outstanding academic pathologist with proven administrative experience who, as Chairman, will strongly support the development of the service in the Department while continuing to foster excellence in diagnostic services and teaching. The Department of Pathology has 15 full-time faculty, an academic staff of 100, and a research staff of 10. The Department is active in clinical research in the areas of Hematology and Cytogenetics. The Department provides teaching for a medical school and a postgraduate training program for residents in General, Anatomical and Haematological Pathology and Medical Microbiology. Department activities are coordinated with the Department of Medical Laboratory Science at the University of Alberta Hospitals including an undergraduate program in this discipline. The Department requires development in terms of independent research programs as well as interdisciplinary endeavours with other clinical and basic science departments. Significant potential for faculty expansion is available through the Alberta Heritage Foundation for Medical Research which provides an excellent opportunity to develop innovative research programs. This appointment is for a full-time position commensurate with qualifications and experience. Applicants should reply by October 31, enclosing Curriculum Vitae and the names of three referees to: Dr. Douglas R. Wilson, Dean, Faculty of Medicine, 212 Walter Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, T6G 2B7. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF ALBERTA. Department of Surgery. Professor and Chairman. Applications are invited for the position of Professor and Chairman, Department of Surgery, in the Faculty of Medicine, University of Alberta, and Chairman, Department of Surgery, University of Alberta Hospitals. We are searching for an outstanding academic surgeon with proven administrative experience who, as Chairman, will foster excellence in teaching and patient care, while strongly supporting the development of the service in the Department. The Department of Surgery has 21 full-time and a large number of part-time staff representing a wide variety of subspecialties. Major department of strength is located at the University of Alberta Hospitals and there are five affiliated teaching hospitals actively involved in various programs. The Department conducts surgical teaching for a medical school of

480 students and has 50 postgraduate surgical residents. Significant potential for faculty expansion is available through the Alberta Heritage Foundation for Medical Research which provides an excellent opportunity to develop innovative research programs. This appointment is for a full-time position commensurate with qualifications and experience. Applicants should reply by October 31, enclosing Curriculum Vitae and the names of three referees to: Dr. Douglas R. Wilson, Dean, Faculty of Medicine, 212 Walter Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, T6G 2B7. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF ALBERTA. Department of Radiology and Diagnostic Imaging. Professor and Chairman. Applications are invited for the position of Professor and Chairman, Department of Radiology and Diagnostic Imaging, in the Faculty of Medicine at the University of Alberta, and Chairman of Radiology and Diagnostic Imaging, University of Alberta Hospitals. We are searching for an outstanding academic radiologist with proven administrative experience who, as Chairman, will continue to foster excellence in diagnostic services and teaching, while strongly supporting the development of research in the Department. The Department has a full-time position with responsibility for the Department of Radiology and Diagnostic Imaging at the University of Alberta Hospitals located in the newly opened Walter C. Mackenzie Health Sciences Centre. Facilities are available, including a nearby MRI research unit. Duties include responsibility for coordination and supervision of the educational programs in radiology and nuclear medicine in the hospital as well as the Faculty of Medicine. Innovative research programs including PET imaging can be developed utilizing the support of the Alberta Heritage Foundation for Medical Research. This appointment is for a full-time position commensurate with qualifications and experience. Applicants should reply by October 31, enclosing Curriculum Vitae and the names of three referees to: Dr. Douglas R. Wilson, Dean, Faculty of Medicine, 212 Walter Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, T6G 2B7. The University of Alberta is an equal opportunity employer.

DALHOUSIE UNIVERSITY LIBRARY. Coordinator of Collections Development. Dalhousie University Library invites applications for the position of Coordinator of Collections Development. (Position revised and search re-opened). This is a senior administrative position reporting to the University Librarian. Duties include overall responsibility for collections development, evaluation, and preservation; training, coordinating and evaluating subject specialists; acting in liaison with academic departments; preparing and monitoring collection budget; preparing grant proposals in conjunction with subject specialists; promoting cooperative relations with other libraries; serving as subject specialist; may serve on public service committees. A degree from an accredited library school; minimum of five years professional academic library experience including collections development responsibilities. Good communication and interpersonal skills required. Graduate subject degree, an asset. Terms and conditions of appointment determined by Collective Agreement.

ment between Faculty Association and University Salary according to qualifications and experience. Deadline for applications is December 15, 1985. Submit resumes immediately. Submit resume and names of three referees to: William F. Blodgett, University Librarian, Dalhousie University Library, Halifax, Nova Scotia, B3H 4H5. In accordance with Canadian immigration regulations and requirements, this position is directed to Canadian citizens and permanent residents. Dalhousie University is an equal opportunity employer.

UNIVERSITY OF ALBERTA. Mechanical and Industrial Engineering. Department Head. Nominations and/or Applications are invited for the above noted position to be effective from July 1, 1986, for a five-year term, with a tenure track academic position. The position is an appointment to a full-time position. The Department has 23 Faculty members, 100 graduate students, and 150 post-graduate students and some 20 post-doctoral fellows. The research associates and visiting scholars. It offers undergraduate programs in Mechanical and Industrial Engineering and graduate programs leading to M.Eng., M.Sc. (Eng.) and Ph.D. degrees. Research areas include energy, engineering materials, and design in chemical sciences, fluid mechanics and industrial engineering. The department has been the recipient of NSERC strategic grants and major industrial contracts. There are many industrial contacts. Applicants should hold a Ph.D. degree and should have an established research record and publications record, and a demonstrated administrative ability. The position is an appointment to a full-time position in teaching, research and liaison with the University of Alberta. Both men and women are encouraged to apply. This advertisement is directed to Canadian citizens and permanent residents. Rank and salary will be commensurate with qualifications and experience. Applications and resumes should be sent to: Dean E. Kuttel, Faculty of Engineering, The University of Alberta, Edmonton, Alberta, T6G 2B7. Closing Date is October 30, 1985.

ACCOUNTING

MCMASTER UNIVERSITY. Faculty of Business. McMaster University invites applications for a joint position as Research Professor in the Accounting Research and Education Centre and part-time Lecturer or Assistant Professor of Accounting. The Centre was recently established with funding from McMaster University, the Ontario General Accountants Association of Ontario. Duties will include teaching accounting and/or research. The position includes participation in academic research projects funded by the Centre and by outside sources. Qualifications include a Master's degree or Ph.D. in accounting or finance. Because of the research component of the position, applicants must have an excellent background in economics, statistics, and finance. Salary commensurate with experience and qualifications. Starting Date: July 1 or September 1, 1986. Closing date for applications: January 1, 1986. Applicants should send a complete curriculum vitae (including research references and official copies of university transcripts) to: James C. Gaa, Chairman, Accounting Area, Faculty of Business, 1260 Main Street West, Hamilton, Ontario, L8S 4M4.

ADMINISTRATIVE STUDIES

TRENT UNIVERSITY. Administrative and Policy Studies. Applications are invited for a tenure track appointment in the administrative/business studies at the assistant/associate rank depending upon qualifications and experience. An M.B.A. demonstrated interest in research and a strong commitment to undergraduate teaching are required. Applicants submit a complete curriculum vitae and the names of three referees should be sent to Professor J.D. Chapman, Director, Administrative and Policy Studies Programme, Trent University, Peterborough, Ont. K9J 7B8 by 30 November, 1985. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

BROCK UNIVERSITY. School of Administrative Studies. Department of Management and Marketing. Applications are invited for a tenure track appointment. Applications are invited in Business Policy, Computing and Management Information Systems, in industry/General

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4. RÉGIME D'ASSURANCE D'OBJETS PROFESSIONNELS livres, ordinateurs, etc.

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a specialty in Feminist Studies. The candidate must have a Ph.D., be appointed to the Graduate School of the University of Toronto, and be able to supply references (M.A., Ph.D., and Ed.D.). The candidate. The successful candidate will be expected to provide evidence of a high level of scholarship and recognized expertise in the field of feminist studies, and to have completed or qualified for teaching experience with Canadian immigrant students. This advertisement is directed to Canadian citizens and permanent residents. The position is vacant as of July 1, 1987 but applications are accepted on an up-to-date curriculum vitae and names of three or more referees are required to be submitted by December 1, 1986 to Michael Fullen, Assistant Director (Academic) The Ontario Institute for Studies in Education, 2555 University Avenue, Toronto, Ontario M5S 1A5.

ENGINEERING

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Mechanical Engineering. The Department of Mechanical Engineering, Technical University of Nova Scotia, is seeking applications for an NSERC Post-Doctoral Fellowship position starting in July 1986 or later. The successful candidate will have a Ph.D. in Mechanical Engineering and research interests in either Fluid Dynamics (numerical methods), or phase flows, laser velocimetry or Machine Dynamics (vibration, shock monitoring, failure detection). NSERC Post-Doctoral Fellowships must be Canadian citizens or landed immigrants. The successful candidate will send application consisting of curriculum vitae, list of publications, summary of research interests, with names and addresses of at least two referees to Dr. John Miltzer, Department of Mechanical Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, N.S. B4J 2X4, Canada. Applications should be received prior to October 31, 1985.

UNIVERSITY OF OTTAWA. Geotechnical Engineering. The Department of Civil Engineering at the University of Ottawa will be making an appointment to an Assistant Professor in Geotechnical Engineering at the Assistant Professor level, effective January 1, 1986 or as soon as feasible thereafter. The successful applicant will be expected to participate in the undergraduate and graduate teaching programs and conduct research in Geotechnical Engineering. Salary level will be commensurate with experience. Knowledge of both official languages (English and French) will be considered an asset. Applications with curriculum vitae and the names of three referees should be sent soon as possible to the Department of Civil Engineering, Faculty of Science and Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5. In accordance with Canadian Immigration requirements, the successful applicant is directed to Canadian citizens and permanent residents only.

UNIVERSITÉ D'OTTAWA. Géotechnique. Le Département de génie civil de l'Université d'Ottawa offre un poste en géotechnique à un niveau d'assistant-professeur à compter du 1^{er} janvier 1986 ou le plus tôt possible par la suite. Le candidat choisi doit posséder un Ph.D. en génie civil et enseigner au 1^{er}, 2^{ème} et 3^{ème} cycles ainsi que faire de la recherche en géotechnique. Le salaire sera fixé selon les qualifications et la bonne expérience du candidat. Une bonne connaissance des deux langues officielles (français et anglais) sera un atout. Le demandeur doit adresser une lettre accompagnée d'un curriculum vitae et des noms de trois références. Le tout devra être envoyé le plus tôt possible au Directeur, Département de Génie Civil, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Conformément aux exigences d'immigration Canada, cette annonce est réservée aux citoyens canadiens et aux résidents permanents.

McGILL University. Department of Mechanical Engineering. Applications are invited for tenure track positions in the areas of Thermofluidics, Heat Transfer, Fluids, and/or Combustion at Assistant or Associate Professor level. Applicants should have a Ph.D. in the broad thermo-fluidics area, a strong research potential for originality and strong teaching. Teaching responsibilities involve both undergraduate and graduate courses. The successful applicant is expected to conduct research in the area of research and to interact with one of our existing research groups. The successful candidate is commensurate with qualifications. A detailed C.V., a statement of research interests, and a list of publications, and names of three referees should be sent to: Dr. Michael Patoussis, Department of Mechanical Engineering, McGill University, 847 Sherbrooke St. W., Montreal, Quebec, Canada.

UNIVERSITY OF SASKATCHEWAN. Mechanical Engineering. Applications are invited for a tenure track position in the area of Infrastructure Planning and Management, with an interest in resource development and environment at the Assistant Professor level. Applicants should have a Ph.D. and research experience in one or more areas involving infrastructure planning and management. Preference should be given to a candidate familiar with computer applications. Teaching responsibilities will cover both undergraduate and graduate courses in courses involving infrastructure planning and management and other related areas. Industrial experience will be considered an asset. The successful applicant is expected to initiate and sustain independent research, develop new course material, as well as participate in the teaching and supervision of graduate students. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The successful candidate will be a Canadian citizen or permanent resident who has a 1983-86 salary range of \$26,633 - \$38,000. Applications are to be received by September 30, 1985. Applicants should send their curriculum vitae with letter and the names of three referees to: Dr. M. Haug, Department of Civil Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

THE UNIVERSITY OF MANITOBA. Electrical Engineering. The department of electrical engineering enquires of Canadian citizens or permanent residents who wish to apply for positions to best qualified candidates in any one of the major areas of research, including: electronics, microcomputers, power systems, microelectronics, computer systems. Candidates should hold a Ph.D. in electrical or computer engineering. Salary will be commensurate with qualifications. This advertisement is directed to Canadian citizens and permanent residents. The successful candidate will be required to join by 1 September 1985, or as soon as possible thereafter. The university encourages both women and men to apply for positions. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The successful candidate will be a Canadian citizen or permanent resident who has a 1983-86 salary range of \$26,633 - \$38,000. Applications are to be received by September 30, 1985. Applicants should send their curriculum vitae with letter and the names of three referees to: Dr. R.M. Mathur, Head, Department of Electrical Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF WATERLOO. Systems Engineering. The Department of Systems Engineering is seeking applications for the position of Assistant Professor (tenure-track). Candidates should have a Ph.D. in Systems Engineering or a related field, with a strong background in physical systems theory - with particular research interests in dynamic systems and control systems modelling and simulation, or in related areas. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students and maintain an active research program. Salary will be commensurate with qualifications and the names of three referees should be sent to: Professor R. S. Sutton, Department of Systems Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. The position is expected to be filled by September 1985, but the position may be filled at a later date. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students and maintain an active research program. Salary will be commensurate with qualifications and the names of three referees should be sent to: Professor R. S. Sutton, Department of Systems Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1.

UNIVERSITY OF WATERLOO. Electrical Engineering. The Electrical Engineering Department has active research programs in the areas of: (1) VLSI, (2) Robotics, (3) Robotics, (4) Robotics, (5) Robotics, (6) Robotics, (7) Robotics, (8) Robotics, (9) Robotics, (10) Robotics, (11) Robotics, (12) Robotics, (13) Robotics, (14) Robotics, (15) Robotics, (16) Robotics, (17) Robotics, (18) Robotics, (19) Robotics, (20) Robotics, (21) Robotics, (22) Robotics, (23) Robotics, (24) Robotics, (25) Robotics, (26) Robotics, (27) Robotics, (28) Robotics, (29) Robotics, (30) Robotics, (31) Robotics, (32) Robotics, (33) Robotics, (34) Robotics, (35) Robotics, (36) Robotics, (37) Robotics, (38) Robotics, (39) Robotics, (40) Robotics, (41) Robotics, (42) Robotics, (43) Robotics, (44) Robotics, (45) Robotics, (46) Robotics, (47) Robotics, (48) Robotics, (49) Robotics, (50) Robotics, (51) Robotics, (52) Robotics, (53) Robotics, (54) Robotics, (55) Robotics, (56) Robotics, (57) Robotics, (58) Robotics, (59) Robotics, (60) Robotics, (61) Robotics, (62) Robotics, 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CONFERENCE

The Politics of University Research



November 21 (evening), 22, 23, 1985 Westbury Hotel, Toronto

November 21, 22

Guest speakers will discuss the following:

- The future of federal support for university research
- The provincial perspective on university research
- The private sector and university research
- New areas — women's studies and native studies
- Case study of an agency under fire
- CAUT and the funding of university research

November 23

Open to members of CAUT and associated organizations:

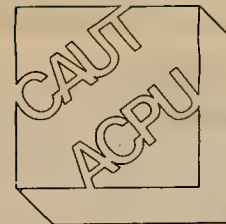
- Training program — media relations
- Training program — lobbying governments
- Guest speaker: Catherine Warden, Editorial Board, Toronto Star

Complete program is available from CAUT and will be published in the October issue of the CAUT Bulletin. Registration \$50 for Nov. 21 and 22 (includes lunch on 22nd). Registrants will pay their own travel and hotel costs. Those who register for Nov. 21 and 22 and are members of CAUT or associated organizations may attend the training sessions on Nov. 23rd (lunch included) at no further cost provided space is available. The training sessions are limited to 100 persons.



COLLOQUE

La recherche universitaire: une affaire de politique



Colloque de l'ACPU à Toronto, les 21 (soir), 22 et 23 novembre, à l'hôtel Westbury

Les 21 et 22 novembre

Les conférenciers invités traiteront:

- de l'avenir du soutien à la recherche universitaire du fédéral
- de la perspective provinciale en matière de recherche universitaire
- du secteur privé et la recherche universitaire
- de nouveaux domaines — les études sur les femmes et sur les autochtones
- de l'étude du cas d'un organisme très critiqué
- de l'ACPU et du financement de la recherche universitaire

Le 23 novembre

Programmes offerts aux membres de l'ACPU et aux organismes associés seulement

- Programme de formation — relations avec les media
- Programme de formation — faire des pressions auprès des gouvernements
- Conférencière invitée: Catherine Warden, équipe de rédaction, Toronto Star

Le programme du colloque est disponible au secrétariat de l'ACPU. Il paraîtra dans le numéro d'octobre du Bulletin de l'ACPU. Les droits d'inscription pour les 21 et 22 novembre sont de 50 \$ et comprennent le déjeuner du 22. Les délégués assument leurs frais de déplacement et d'hébergement. Les membres de l'ACPU ou des organismes associés qui se sont inscrits pour les 21 et 22 novembre peuvent assister aux séances de formation du 23 novembre (déjeuner compris) sans frais supplémentaires, s'il y a assez de place. Les séances de formation n'accueillent pas plus de 100 personnes.